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USDA Energy Report—Looking Good



Employees of the Animal and Plant Health Inspection Service (above), perform inspection duties using an experimental electric utility vehicle for routine trips around international airports. The new energy efficient electric vehicles, along with two-cylinder internal combustion engine vehicles, save more than 60 percent of the energy used to power the six-cylinder vehicles formerly used. Preparing to return from a cargo inspection at Dulles International airport (outside Washington, D.C.) are APHIS inspectors Wesley Drosselmeyer (left) and Mary Erumsele.

USDA employees drove 51 million fewer miles in fiscal 1980 than they did the previous year. Those fewer miles can be translated into 6.6 million gallons of gasoline not consumed—or a savings to the Department of \$9.2 million—according to the Office of Operations and Finance.

Bill Roth, chief of internal energy conservation in O&F, said "the savings came to within 92 percent of the Department's goal in reduced mileage for FY 80." In fact, he noted, some USDA agencies exceeded their assigned mileage reduction targets for the year in addition to practicing other forms of energy conservation.

Heading the list of USDA agencies cited for their exemplary fuel conservation programs was the Agricultural Stabilization and

(cont'd on page 2)

This year marks the 75th anniversary of the Federal Meat Inspection Act. The Act established strict controls for all stages of the production of meat and meat products, and resulted in the establishment of the U.S. meat inspection program nationwide. Before passage of the Act, hailed as an important piece of consumer protection legislation, only meat slated for export was inspected in the United States.

In observance of the Act's 75th anniversary, "USDA" plans a series of articles on activities celebrating passage of the Act, and the creation of the meat and poultry inspection program. Also during the year, the Food Safety and Quality Service announced, federal meat and poultry inspectors all over the country will wear stickers on their helmets of the emblem featured at right in commemoration of the 75th anniversary.

The idea for the stickers came from members of the National Joint Council, and was approved last year by FSQS officials. The stickers are being distributed to all FSQS field inspectors.

75th Anniversary



of the
Meat Inspection Act
of 1906

(cont'd from page 1)

Conservation Service, which received the President's Award for Energy Efficiency. The ASCS Iowa State office was one of 40 organizations and individuals—and one of only three government agencies—to receive the distinguished award presented in recognition of successful promotion of carpools, vanpools, and other gasoline-conservation means. Other USDA employees also received honorariums presented by the President's Council for Energy Efficiency. They are ASCS administrator **Ray Fitzgerald**; the Common Provisions and Compliance Branch of ASCS in Washington, D.C.; and the Snake River Conservation Research Center (Science and Education Administration) in Kimberly, Idaho. All were cited for outstanding contributions to reduced fuel consumption.

J. Kenneth Hatcher, State executive director for the Iowa ASCS office, said that employees throughout the State reduced overall miles driven by more than a million over the previous year. Hatcher added that ride-sharing played a significant role in reducing mileage and eliminating unnecessary vehicle use, along with the expansion of aerial observation. "Instead of driving out to each farm," Hatcher explained, "ASCS personnel now examine aerial photographs to determine farmers' compliance with federally funded programs."

Other methods by which USDA agencies, such as the Forest Service and Soil Conservation Service, reduced fuel consumption include—

- planning trips among employees bound for the same or enroute destinations

- using shuttle buses instead of individually-driven vehicles and coordinating field trips

- riding mopeds or scooters instead of trucks or automobiles whenever possible.

Some USDA agencies are sharing government-owned vehicles as well as establishing vanpools, chartering buses, and scheduling meetings in locations accessible by



Cited by President Carter as USDA's top energy saver, J. Kenneth Hatcher (left) accepts the Presidential Award for Energy Efficiency on behalf of Agricultural Stabilization and Conservation Service's Iowa State office. The State office was one of only three federal agencies to receive the award. Presenting the award to Hatcher at a recent ceremony held in San Francisco is William J. Beckham, Jr., deputy secretary of the Department of Transportation. The ASCS office was recognized for its significant efforts in promoting carpools, vanpools, and other gasoline-conservation measures.

public transportation. The Federal Crop Insurance Corporation found it could lop off a respectable number of trips by investigating only those insurance claims over \$5,000; and employees of the Science and Education Administration in Idaho know that good vehicle maintenance allows maximum fuel efficiency.

In addition to the examples cited above, Roth pointed out that telephone communication can often eliminate the need to travel. "There are many other approaches to energy conservation, both common sense and innovative," Roth emphasized. "For instance, simply eliminating all wall clocks could save the Department \$250,000 a year. Everyone wears a wristwatch," he said, "so we really don't need wall clocks." And in the Washington, D.C., South Building alone, Roth estimates, turning off lights for half a day or whenever natural light is sufficient could save 1,800 barrels of oil a year—nearly 26,000 could be saved nationwide.

In addition to finding immediate conservation measures, Roth said

the Department is also looking further down the road, 5 and 10 years hence. "Of the 17,000 plus buildings housing USDA employees nationwide," said Roth, "7,000 have been identified as sizable energy consumers. By 1990, all will be retrofitted with new windows; weather stripping; insulation; more efficient lighting, heating, and cooling; and other energy reducing measures. We estimate that by retrofitting older buildings, the Department should be able to achieve a 20 percent reduction in energy consumption by 1985."

New buildings, Roth noted, must be designed for at least a 45 percent savings. He added that where possible newly-purchased vehicles must be small and fuel efficient. Also, the Department is implementing a program for leasing small, fuel efficient cars and trucks to be used by employees instead of using their own vehicles.

For the fiscal year beginning last October 1, Roth said, the Department's goal is to maintain the 1980 level in reduced fuel consumption. □

Thanks to Wilson, It Works

This year is International Year of Disabled Persons. But **Dorothy Wilson** of the Forest Service didn't need a special occasion to get involved with the handicapped.

For the past four years, she has been in the foreground doing whatever comes naturally to help a group of retarded citizens lead meaningful, productive lives. Since 1977, she has managed to provide rewarding jobs for a number of mentally retarded individuals through the District of Columbia Association of Retarded Citizens.

A United Way agency, the DCARC operates an occupational training center which provides work for retarded persons, while training them in occupational skills. Contracting with the retarded citizens association, Wilson arranged for the training center to distribute all Forest Service publications from Washington to Forest Service field offices nationwide. In 1979, according to the latest fig-

ures, that arrangement worked out to the center distributing over 2 million copies of Forest Service publications at a cost of over \$60,000.

Before, Wilson explained, the distribution of the publications was handled by the publication printers. But too often, she said, the publications weren't received in the offices, and the field offices frequently complained.

"That problem led to the decision to have the publications sent to the training center for distribution," Wilson said. "Since then, we haven't had any complaints about deliveries. It's going pretty smoothly."

Wilson said that one of the purposes in giving the work to the training center was "to give retarded persons the chance to show they are an asset to society. They have proven that they have the ability to do a job well."

As a result of developing the new distribution system, Wilson was



Dorothy Wilson, Forest Service.

given a certificate of merit by the Forest Service last spring and a cash award for sustained superior performance. She was also honored at a luncheon last fall by the DCARC for her exceptional achievement in helping hire mentally handicapped persons. She was honored along with other federal, private, and small business persons for their accomplishments. In expressing its appreciation, the association told Wilson that "it is through the cooperation and efforts of people like you that mentally retarded people receive the opportunity to become proud, contributing, self-sufficient citizens."

A management assistant in the Forest Service's information office, Wilson has been with the agency since 1957.



USDA and U.S. Interior Department employees met with a group of ranchers recently to discuss plans for improving 180,000 acres of land over the next 5 years as part of an experimental project. The project, which straddles the California-Nevada State line, will provide \$350,000 for range improvement to establish and improve vegetative cover, install fences, and establish water developments on private and public lands. Al Pasquale, Nevada State executive director for the Agricultural Stabilization and Conservation Service (ASCS), said "the joint project sets a precedent, and is a clear example of a cooperative project between private citizens and federal agencies." Representing the various groups in the project were (seated, l.-r.) Wes Cook, rancher; Jeanni Conlan, ASCS; Al Pasquale; Stan Herman, ASCS; Joe Stevenson, rancher; and Don Holmes, rancher. Standing (l.-r.) are Lee Delaney, of Interior; Ernie Eaton, of USDA's Soil Conservation Service; and Bob Crockett, ASCS.

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USDA Vol. 40, No. 1, January 14, 1981

Milton Sloane, Editor

Sharon Edwards, Assistant Editor

...Other Related Duties

In addition to performing their normal duties, USDA and all other civil servants are expected to maintain a high level of conduct and strict ethical standards throughout their government careers, says the Office of Personnel. They are expected to avoid any action that might adversely affect public confidence in government, and which disgracefully reflects upon the government workforce.

As a reminder to employees, OP explained that government workers are prohibited, for example, from--

- using public office for private gain

- giving preferential treatment to any person

- using information acquired through their official positions to advance the interests of themselves, their families, or any other person or enterprise

- engaging in any conduct prejudicial to the government, and

- accepting honorariums for written articles, speaking engagements, or addresses on radio or television or other appearances performed as part of their official duties.

They are also forbidden from harassing other employees, or engaging in outside employment without advance approval (except as permitted). Federal employees may not accept gifts or favors, or any other thing of monetary value from a person or firm that conducts operations regulated by the Department, that has or is seeking a financial relationship with the Department, or has interests that may be affected.

To keep employees informed of their obligations, USDA's Office of Personnel (OP) issues a reminder twice a year on conduct and ethics. It reminds workers that "each employee has a positive duty to acquaint himself or herself with each statute that relates to his or her ethical and other conduct as an employee of the Department and of government."

It adds that "a working knowledge

of Department regulations and applicable laws is a must. In the area of conduct and responsibilities, ignorance of the law is no excuse.

"Appendix I to the USDA Employee Handbook contains regulations concerning employee responsibilities, standards of conduct, and conflicts of interest. We urge each and every employee to take the time periodically to read and fully understand Appendix I."

OP noted that a counseling service is available in USDA to advise employees on their responsibilities. When questions arise regarding those responsibilities, OP said, employees should consult their counselor, agency head, or employee specifically designated as agency deputy counselor.

Opening Exam

The government's top personnel office, the Office of Personnel Management, has notified federal agencies that applications for the PACE exam (the Professional and Administrative Career Examination) will be accepted nationwide beginning January 19 until February 13, 1981.

OPM also said that in order to be considered, the applications must be postmarked or received by the agency's area offices by the 13th of February. It added that applications received after that period will be returned, unless the applicant is entitled to specific filing privileges under civil service laws.

OPM said that applicants who apply during the filing period will be tested between March 7 and May 2, 1981, and that specific test dates will be established individually by OPM area offices.

The agency explained the PACE offers the opportunity for people to compete for a variety of professional, administrative, and technical positions at the GS-5 and GS-7 levels. It added that applicants should contact their nearest Federal Job Information Center for more information regarding the exam.

KEEP IT UP, AMERICA

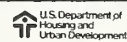


Look what's happening! All over America, we're working together to save energy and it's paying off.

Here's how:

- Weatherstripping and caulking around doors and windows prevent escaping heat in winter and increase air conditioner efficiency during the summer.

LITTLE BY LITTLE, IT ALL ADDS UP.



Looking At An Upside Down Job

"We scanned the wreck with cameras and then assembled the prints like a giant jigsaw puzzle. After we had matched and placed several thousand individual photos, the turret began to take shape and I became convinced that this was, indeed, the final resting place of the USS Monitor."

Thus Kent Schneider described his role in the verification of the historic Union warship, which has been discovered lying upside down in 220 feet of water about 16 miles off the North Carolina coast.

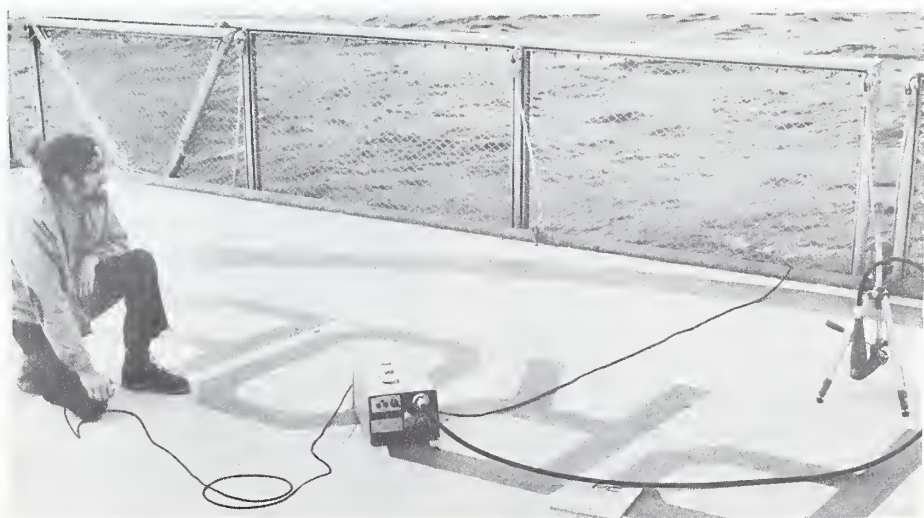
Schneider—who helped verify the discovery of the *Monitor*—is regional archaeologist for the southern region of the Forest Service in Atlanta, Ga. The job is an advancement from his former position, as archaeologist for the Chattahoochee and Oconee National Forests in Gainesville, Ga. Since joining USDA, Schneider has been heavily involved in the identification and classification of both prehistoric and historic cultural resources, particularly in the southern United States.

In listing highlights of his career, Schneider wastes no time in getting to his work on the *Monitor*. "It was truly exciting and at times both dangerous and hilarious," Schneider recalled. "It was weird in the sense that the wreck seemed to frustrate our efforts and to preserve the reputation for mystery that surrounds its sketchy history."

(cont'd on page 2)



The exciting work of verifying the wreck of the USS "Monitor" often proceeded far into the night. At 4 o'clock one morning, Kent Schneider (left above) and Chester Buchanan pieced together film to make a photomontage of the Union warship. Today, Schneider is an archaeologist with the Forest Service in Atlanta, Ga., and Buchanan is an underwater photography expert with the Naval Research Laboratory.



Aboard the research vessel "Sea Probe," anchored above the watery grave of the sunken "Monitor," Schneider tests portable x-ray radiography equipment used to analyze artifacts salvaged from the wreck.

(cont'd from page 1)

Nicknamed "cheesebox on a raft," the USS *Monitor* was the Union's first ironclad with a revolving turret, which helped revolutionize naval warfare. In one of the most memorable battles in American naval history, the *Monitor* engaged the *Merrimack* near Hampton Roads, Va., on the morning of March 9, 1862. Following that famous but indecisive confrontation, the *Monitor* sank that same year while being towed by the USS *Rhode Island* to join a Union blockade.

With regard to his work on the *Monitor*, Schneider said the vessel was apparently plagued from the beginning with design problems and was never really seaworthy. "The very few records that remain indicate that the *Monitor* always took on water and was a dangerous vessel during its short service," Schneider stated.

He added that the *Monitor* was discovered "by **Gordon Watts** of North Carolina, and later, **John Newton** of Duke University. Watts did some masterful research on the deck logs of the USS *Rhode Island* and other historical documents to place the approximate probable wreck site.

"With Duke University assistance provided by Newton, the site was surveyed with both photographic and videotape equipment. After thousands of hours of studying the videotape, several wrecks were located but nothing seemed to check out. Watts was doing this at his home and one day his wife suggested that the *Monitor* might have capsized on its way down. Sure enough," said Schneider, "considering that possibility, a highly probable wreck was soon identified. That type of whimsical incident characterized the entire project."

Schneider said that he "joined the project during the verification phase because of my former experience with undersea exploration and the archaeological applications of nuclear technology. Using the *RV Sea Probe*, an all-aluminum research vessel provided by Alcoa, we verified that the wreck was the USS *Monitor* and made a photo mosaic which is

now being used as the basis for the current explorations." At the time, Schneider said, he was senior archaeologist for the State of North Carolina.

Asked what the plans are now that the *Monitor* has been found, Schneider said that because of costs, "the attitude of North Carolina is to leave the vessel alone." Schneider said it is estimated to cost \$20 million to raise the sunken ironclad, and another huge amount to preserve it if it is raised.

Although he thoroughly enjoys his work, Schneider did not originally set out to become an archaeologist. After receiving a bachelor's degree from Furman University in 1963, Schneider was headed to medical school the following fall when he joined a crew from the University of Georgia at a dig near Chatsworth, Ga., on the Little Egypt site. Apparently intrigued by the work, Schneider returned to Furman and did graduate study

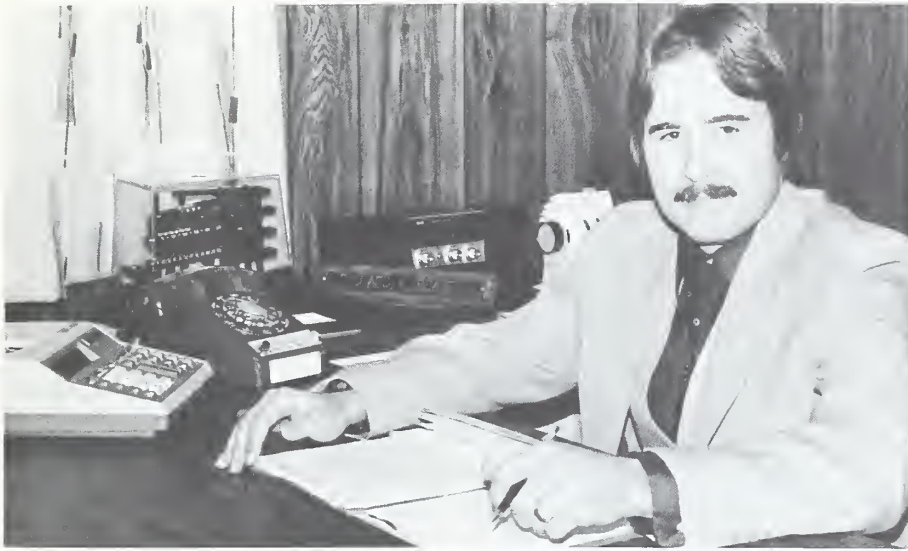
in archaeology. By 1966, Schneider had a master's degree in sociology and by 1972, he had a doctorate in anthropology.

While pursuing his Ph.D., Schneider developed the Nation's first mobile archaeological laboratory. Based on a large motor home, the lab contained such state of the art refinements, Schneider said, as radio-carbon dating and micro-sample extraction, plus the more conventional archaeological tools. He also designed another, more refined, mobile lab and participated in undersea mineral exploration in both the Atlantic and Pacific Oceans.

Looking ahead in his Forest Service job, Schneider said his "goal is to develop a comprehensive plan for the discovery and preservation of cultural resources with research or other public value on southern national forests and to integrate that plan into the mainstream of Forest Service activities." □



Competing against entries from 37 countries, two public service announcements produced by USDA received awards at the recent International Film and TV Festival in New York City. Produced by the Video and Film Center in the Office of Governmental and Public Affairs, the announcements for the Forest Service's 75th birthday celebration campaign were awarded silver and bronze medals at the festival. Both announcements were accepted by all three major television networks for use in their public service campaigns. The productions were the cooperative result of outside contractors and USDA motion picture production specialists. Pictured above (l.-r.) are the GPA technical production specialists Wolfgang Schubert (cameraman), Don Stafford (sound recordist), and Bob Boyer (film editor).



Richard K. Beaver, county supervisor for the Farmers Home Administration in Bluffton, Ind., was commended for deftly handling a bribery attempt by a loan applicant last year. USDA's Inspector General's office said Beaver was instrumental in the successful arrest and conviction of a man who offered Beaver \$5,000 to ensure approval of a loan application for \$170,000.

The Day Mr. X Called

"I asked the telephone caller to repeat what he'd said because I couldn't believe what I'd heard. When he repeated the offer, I just changed the subject. All I could think to say was 'Yeh, well. . .I'll see you tomorrow night.'"

That's how **Richard K. Beaver** said he handled a bribery offer over the phone on Wednesday last May 14.

The caller offering Beaver a bribe (we'll name him Mr. X) had submitted a loan application for \$170,000 to the Farmers Home Administration county office in Bluffton, Ind., where Beaver works as county supervisor. It was Mr. X's third and revised application for a loan. His first two loan requests had been rejected by another FmHA Indiana county office.

It seems Mr. X was a mite nervous about getting his third application approved, and thought he could unlawfully convince Beaver to ensure approval of the loan by offering a \$5,000 bribe—\$1,000 in front money immediately. The FmHA loan review committee was scheduled to meet the following evening, Thursday, May 15.

After he received the call, Beaver telephoned USDA's Office of Inspector General in Chicago.

Within three hours of Beaver's call, **Joe Rotunno**, special agent for USDA's Indiana office of investigation, arrived at Beaver's office to take charge of the case. The next morning, three more OIG agents arrived to assist Rotunno. They decided that Beaver would go along with the attempt and accept the bribe. The agents put a tap on the telephone from which Beaver called Mr. X to schedule a meeting at a local Bluffton restaurant. The rendezvous was set for 5:00 p.m. and Mr. X agreed to meet Beaver to deliver the first payoff.

Beaver kept that appointment outfitted with a concealed tape recorder, radio transmitter, and other electronic equipment. Three special agents monitored the radio receiving equipment back at the FmHA office. Beaver accepted the first \$500 front money from Mr. X who arranged another meeting with Beaver for May 19, when he would pay Beaver \$500 more. The remaining \$4,000, Mr. X said, was to come from the proceeds of the

The Office of Inspector General reminds USDA employees whose work involves regulatory functions of the Department—particularly those of the Food Safety and Quality Service—that a special hotline has been established for reporting alleged or suspected bribery attempts.

OIG said that USDA employees may dial the special number collect from anywhere in the country, at any hour, on a private as well as a nonprivate phone. Persons licensed by FSQS may also use the special number, OIG added.

To prevent the hotline from being used for calls other than those pertaining to bribery, OIG said that inspectors and graders, for example, are required to carry the special number on a 2-by-3-inch card with them at all times. The card instructs that "any FSQS employee or person licensed by FSQS who is offered a bribe or who believes that a bribe was offered, solicited, or accepted by another employee shall—

—immediately report that information directly to the Office of Inspector General, and

—follow OIG's instructions to avoid jeopardizing any subsequent investigation.

"This includes," the agency added, "situations where a forthright offer was not made, but the employee or licensee suspects that he or she is being 'felt out' or that an offer of a bribe could reasonably be implied."

\$170,000 loan as soon as it was closed.

Ironically, that same evening, the loan committee, unaware of the bribery attempt, met and approved Mr. X's loan application.

On May 19, as was arranged, Mr. X arrived at Beaver's office to

(cont'd on page 4)



Bill Kost (left), a USDA agricultural economist, received an award for best article, which appeared in a journal of agricultural economics published by the Economics and Statistics Service. The award—Kost was the first recipient—will be presented annually by ESS and will recognize one USDA author or author team for an outstanding contribution to the agency's 31-year-old scholarly journal entitled "Agricultural Economics Research." ESS administrator Kenneth Farrell (right) presented the award to Kost, whose award-winning article discussed a procedure for evaluating the world trade forecast modeling system currently being developed in ESS' international economics division.

If Mohammed Won't Go To the Mountain. . .

Farmers, ranchers, and other landowners weren't the only ones affected by the eruption last year of Mount St. Helens in the State of Washington.

As a result of the volcano's explosive outbursts, a number of USDA employees of six national forests in the Northwest were unable to get to work, and mail pickup and delivery was disrupted. Thus, over 1,000 Forest Service workers were unable to have their Time and Attendance reports mailed to the National Finance Center in New

Orleans. The T&A's were for pay period #9.

Upon learning of the problem, NFC employees contacted the six forests by phone and collected the necessary information so that the employees got their paychecks on time. Among the employees who contacted the forests were **John Hall**, audit and inquiry branch chief who spearheaded the action, **Mike Ferrari**, **Gladys Schluter**, **Jake Guillot**, and **Reine Keller**.

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USDA Vol. 40, No. 2, January 28, 1981

Milton Sloane, Editor
Sharon Edwards, Assistant Editor

Authors Invited

Clark Edwards, editor of *Agricultural Economics Research* journal, says Economics and Statistics Service invites contributions to the journal from researchers throughout the Department whose work deals with technical problems related to agricultural economics, as well as from economists whose research is funded by USDA.

Edwards noted that the journal "reflects USDA's longstanding concern that technical research in agricultural economics and statistics be both rigorous and relevant. Articles appearing in the journal," said Edwards, "tackle highly technical issues related to research that benefits farm people and rural Americans." He said that the articles can be broad or topical, and emphasized that "while technical, articles must also communicate well."

Technical articles for consideration may be sent directly to Clark Edwards, Economics and Statistics Service, USDA, Washington, D.C. 20250. Economists who wish to be added to the mailing list for *Agricultural Economics Research* may write to **Ann Bassett** at the above address, or call her on (202) 447-8848.

(cont'd from page 3)

deliver the second \$500 payoff. U.S. marshals and five USDA special agents were waiting for him. Mr. X was arrested and later convicted and sentenced to 2 years in a federal prison; the \$1,000 paid as bribes was forfeited. Mr. X's sentence was suspended, however, and commuted to 100 hours of community service work.

Beaver received a certificate of appreciation from the Inspector General's office at a special ceremony in Indianapolis last fall to recognize his outstanding contribution in the arrest case.

Although Beaver says he "doesn't care too much for this type of excitement," he does want the public to know that "government employees are not for sale." □

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Block New Agriculture Secretary

It gives me great pleasure to greet you as I join you in my new responsibilities as the 21st Secretary of Agriculture.

If there's one job I would most prefer to have in Washington, it is the one to which I have just been appointed. I come from a long line of farmers. My own career is firmly based in agriculture. It is also a pleasure to head a Department that throughout its history has boasted a talented, hard-working, and dedicated staff working on behalf of agriculture and the Nation's welfare.

For years, first as a farmer and later as director of agriculture in Illinois, I have had occasion to meet and work with a number of USDA people, and to observe firsthand the industrious manner in which so many of you pursue your work. As a result of that experience, I feel that I know many of you already. Others, I hope to meet soon as we pursue our difficult mission together.

Ours is an especially difficult task. In no other period in our history has American agriculture been presented with such stirring challenges: helping to meet the rising demand for food worldwide; making agriculture more energy efficient and less energy dependent; and improving farm production so as to improve our balance of trade. How well many people of the world survive in the years ahead, and how well our own economy performs, depend in great measure on how well you and I do our jobs. I am confident we will acquit ourselves with distinction.

I know that you accept these challenges, and I hope that together we can continue the tradition that makes USDA one of the most dynamic agencies in government.



John R. Block



At an open house reception in the Secretary's quarters one afternoon in January, employees greeted new Agriculture Secretary John Block (left) and said farewell to former Secretary Bob Bergland. Among the hundreds of USDA employees who attended the reception were Edith Brown (shaking hands with Secretary Block) and Jeanette Young, both of the Agricultural Stabilization and Conservation Service.

Meet John R. Block

Last January, **John R. Block**, 45, became the first Secretary of Agriculture ever appointed from the State of Illinois, and only the second active farmer to head USDA in more than 40 years. He also became the fourth youngest person ever named Agriculture Secretary (**John Knebel** was 40 years old when he was appointed; **Orville Freeman**, 42; and **Henry A. Wallace**, 44).

Director of the Illinois Department of Agriculture since 1977, Block has been managing a 3,000-acre farm operation near Gilson, Ill., which he owns with his wife **Sue**, and his parents, **Julius W.** and **Madeline Block**. Since 1960, when he took over management of the farm, Block has guided the growth of Block Farms from a 300-acre operation producing 200 hogs annually, to

its current size with a yearly production of 6,000 hogs. Block Farms also raises corn and soybeans.

As Agriculture Secretary, Block will oversee a budget estimated at \$30 billion this year, and administer broad government programs related to food and fiber supplies.

At his Senate hearings, Block said that he opposes instituting grain or food embargoes except as a last resort—and then only if all items are embargoed. He also said that he believes strongly in exporting U.S. grain, and that one of the major problems facing U.S. agriculture is excessive soil erosion.

As director of the Illinois Agriculture Department, Block developed that State's first soil conservation program, and established State-wide sedimentation and erosion

control guidelines. He also strengthened the State's grain marketing system and improved farmer protection by implementing the most comprehensive grain handling law in the Nation. The law is considered a model for other States.

Under Block's direction, Illinois expanded promotion of its agricultural products both domestically and overseas, established more than 50 direct markets for Illinois farm products, became the first State to successfully eradicate the disease *Mycoplasma Gallisepticum* in turkeys, and received widespread recognition for having the Nation's top meat inspection programs.

Block has acquired wide experience in domestic and international agricultural marketing. In September 1980, he led a 3-week people-to-people factfinding mission to the Soviet Union, Poland, Hungary, Austria, and Switzerland, and in 1979 helped conduct a market survey in Taiwan. In 1978 and 1979, he was a member of an agriculture export team which traveled to China and Japan, and he represented Illinois at a food show in West Germany in 1977. While in Illinois, Block also supervised the Illinois Department of Agriculture's export offices in Brussels, Belgium, and in Hong Kong.

Since graduating from the U.S. Military Academy at West Point, N.Y., in 1957, Block has received numerous awards and commendations. They include the Illinois Governor's outstanding achievement award in 1980, the Illinois Cooperative Extension Service's meritorious service award last year for outstanding contributions to Illinois agriculture, and the U.S. Jaycees outstanding young farmer award in 1969.

He has also been involved with and held office in a variety of agriculture-related groups and advisory councils.

Block is a physical fitness advocate who jogs daily and who finished the 26-mile Boston Marathon in 1980 with a time of 3 hours and 12 minutes.

1980 Yearbook Helps Cut Energy Costs

The 1980 Yearbook of Agriculture tackles one of the biggest problems facing the Nation and the world—energy costs.

The 408-page book entitled, "Cutting Energy Costs," is designed to help bring down energy costs of farmers, foresters, homemakers, communities, and the food industry. Divided into four sections—agriculture and forestry, family living, communities, and alternative energy sources—the book contains 48 chapters and many illustrations.

Topics covered in the 1980 yearbook include: how to grow crops with less energy; the do's and don'ts of home insulation; how communities can cut energy bills; and turning farm wastes into usable energy.

One chapter features an especially innovative approach to saving energy for sheep ranchers—sheep dogs that aggressively defend their woolly charges against predators while remaining gentle toward the sheep. The dogs can save gasoline that ranchers must use to protect their flocks from predators because of stiff federal regulations restricting the use of poisons and traps.

David Nelson, a State Department employee from Bethesda, Md., first observed the dogs guarding sheep while he served a tour of duty in Turkey as a foreign service officer. Recognizing the breed's uncommon trait of defending sheep without turning on them, Nelson first introduced the Akbash sheep dogs to the United States in 1977 and is now breeding them. USDA is testing the dogs with government sheep herds.

Another yearbook chapter features a solar greenhouse and was co-authored by **Ricky Scaffidi**, a designer, builder, and part owner of a small nursery in Silver Spring, Md. Scaffidi is currently testing the effectiveness of his new greenhouse through a cooperative research agreement with USDA. The nursery contains



At a ceremony introducing USDA's 1980 Yearbook, "Cutting Energy Costs," editor Jack Hayes (left) congratulated 13-year-old Patrick Platt 3rd, the young inventor of a solar window heater made from soda cans, a small electric fan, and scrap wood. Constructed at a cost of only \$13, Platt's invention has won numerous ribbons and prizes at local fairs and shows, and was selected the champion electrical exhibit at the 1980 Maryland State Fair. Platt is an eighth-grader from White Hall, Md. Hayes has served as editor of USDA's popular yearbooks since 1966.

a solar energy air collection system and a rock storage unit used to both heat and cool.

Scaffidi is growing flowers and herbs. He plans to grow vegetables as well. Although this is the first winter for his solar greenhouse, Scaffidi estimates that he'll "spend only about \$300 for the whole winter when most greenhouses this size pay \$1,000 a month in fuel oil bills. . ."

Copies of the 1980 yearbook are

not available from USDA, but may be purchased by sending a check or money order for \$9.50 to the superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Sales copies are also available at U.S. government bookstores located in many cities throughout the country. Members of Congress have limited allotments of the yearbook for free distribution to constituents.

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Agriculture. Retirees who request it may continue to receive USDA.

USDA Vol. 40, No. 3, February 11, 1981

Milton Sloane, Editor
Sharon Edwards, Assistant Editor

Kudos for Executives And Bonus Program

A former official of the Office of Personnel Management, **Sally Greenberg**, complimented USDA recently in a Washington newspaper on the superb system it uses in awarding bonuses to its senior executives. The compliment came at a time when some agencies are being criticized on the way bonuses are given.

In an article in the *Washington Star*, Greenberg singled out USDA as an agency having a model system for rating executives on the difficulty of their assignments as well as performance.

According to Greenberg, who retired recently as head of OPM's executive personnel and management development group, USDA has developed a grid for ranking executives which assigns up to five points for performance, and a like number of points for complexity of assignment. Under the system, Greenberg said, "someone could get a three for performance but a four for risk-taking and come out ahead of someone with a four in performance but only a two for risk-taking."

Greenberg explained that in passing the Civil Service Reform Act of 1978, Congress intended that agencies consider "how much challenge or risk-taking is involved" in evaluating executives for a bonus. According to that law, she said, "executives who have essentially maintenance jobs shouldn't be evaluated the same as those directing complex pro-

grams, or managing big numbers of people, or trying to get new programs started."

But some agencies, she added, are awarding bonuses without regard to job complexity.

Concerned, Congress last year reduced the number of career officials who may get bonuses in any one agency from 50 percent to 25 percent. OPM later urged agencies to reduce the number to 20 percent.

In line with that request, USDA recently awarded bonuses for outstanding performance to only 65 of its 311 "career eligibles." They are:

David Alspach, FNS
Leon Anderson, FS
Howard Bachrach, SEA
Howard Banta, FS
Ned Bayley, SEC
J. Lamar Beasley, FS
Victor Berry, FSQS
Anson Bertrand, SEA
Neil Bogner, SCS
William Boling, FNS
John Bottum, SEA
H. Allan Brock, FmHA
Grant Buntrock, ASCS
Richard Cannon, FAS
Gary Cargill, FS
Pierre Chaloux, APHIS
William Cherry, Jr., ASCS
Ronald Cipolla, OGC
Ernest Corley, SEA
Dean Davis, SEA
Weldon Denny, ASCS
Richard Duesterhaus, SCS

R. Hicks Elmore, Jr., FNS
Harvey Ford, Jr., APHIS
David Galliant, FGIS
Luverne Gast, FSQS
Donald Gillis, ASCS
Cletus Gillman, SCS
Norman Gould, FS
Mary Nell Greenwood, SEA
Thomas Grumbly, FSQS
David Herrick, FS
Paul Howard, SCS
Joseph Johnston, SEA
J. Michael Kelly, OGC
Edgar Kendrick, SEA
H. Connor Kennett, Jr., FSQS
Terry Kinney, Jr., SEA
Edward Knipling, SEA
Kenneth Latcholia, FmHA
James O. Lee, Jr., APHIS
John Lee, Jr., ESCS
William T. Manley, AMS
Marion Meadows, APHIS
Donald Moreland, SEA
Thomas Nelson, FS
Donald Novotny, FAS
Wallace Otterson, FS
J. B. Penn, ESCS
Gerald Peterson, OIG
R. Max Peterson, FS
Einer Roget, FS
John Sandar, FS
Richard Smith, FAS
James Starkey, SEC
Jacqueline Sutton, O&F
Larry Thomasson, FAS
James Thornton, FmHA
Tien Tso, SEA
Lawrence Wachs, OBPE
Dudley Williams, FAS
Kenneth Williams, SCS
William Williams, FS
Richard Worthington, FS
Robert Youngs, FS



At left are three of nearly 100 Forest Service employees who actively participated in a women's conference sponsored recently by the agency's forest experiment station located in St. Paul, Minn. Mary Beth Wacek (left in photo), coordinated the 3-day conference held in Duluth (Minn.) which featured sessions on speaking, listening, role-playing, self-testing, and assertiveness. Assisting Wacek in a discussion on building support networks for assisting women were Barbara Winters (middle) and Nancy Anderson. All three are FS employees in the St. Paul office. More than 90 percent of the participants rated the conference a success.

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A Talk With Dr. Pals

Meat Inspection Pioneer

When **Dr. Clarence H. Pals** began inspecting meat for USDA in 1932, there was a major stockyards in Chicago; livestock slaughter and marketing flourished near Times Square in New York City, and very few processed "convenience" foods were manufactured.

Since then, the meat industry has changed significantly, although the mission of USDA inspectors has remained essentially the same.

Now retired, after a distinguished 33-year career in the meat inspection business, Dr. Pals has seen the decline of New York City and Chicago as major livestock centers, and a greater role assumed by USDA for wholesome and truthful labeling of meat products.

In observance of the 75th anniversary of the Federal Meat Inspection Act, the Food Safety and Quality Service spoke with Dr. Pals at his home in Arlington, Va., about his inspection career.

Dr. Pals said he joined the federal meat inspection program in the fall of 1932, a few months after graduating from the Iowa State University College of Veterinary Medicine. In doing so, it meant leaving a new veterinary practice in Thornton, Iowa, for an assignment in Chicago.

Initially, Dr. Pals said, he and his wife had misgivings about the move, but "decided to give it a try. We said we could always come back in the spring if we didn't like it."

Eventually the Pals family did go back to Iowa, but it was just one of many stops they made on Dr. Pals' way up the professional ladder. That was in 1934, when



Retired after a distinguished USDA career, Dr. Clarence H. Pals devoted 33 years to improving the quality of meat products in the United States, first as a packing plant inspector, and ultimately as director of USDA's meat inspection service. Recently, in observance of the 75th anniversary of the meat inspection program, Dr. Pals talked about his professional life.

Dr. Pals returned to work in meat inspection plants in Ft. Dodge, Estherville, and Sioux City, Iowa. During that return, Dr. Pals recalled that he and his supervisor were investigated when a plant owner complained that "we were crazy" for setting a high sanitation standard. Dr. Pals won that battle—just as he would win many more in the future—to uphold the integrity of federal meat inspection.

During his assignment in Chicago, Dr. Pals had his first exposure to a key figure in the history of federal meat inspection, **Upton Sinclair**. While there, Dr. Pals talked to some of the people who worked at the Chicago stockyards in 1906 when Sinclair was writing *The Jungle*. The book's revelations of filthy conditions in the packing plants was the impetus for passage of the Federal Meat Inspection Act.

Dr. Pals met Sinclair in 1967 dur-

ing a visit to the White House. The two men had been invited to the White House to see **President Lyndon Johnson** sign another milestone law, the Wholesome Meat Act. This time, however, it was Dr. Pals who could take the credit for helping bring about a significant law.

The Wholesome Meat Act required State-run meat inspection programs to be "at least equal to" the federal program. Prior to the Act's passage and while he was serving as director of the meat inspection service, Dr. Pals had presided over a review of State programs which revealed serious inadequacies.

As a result of that, Dr. Pals met with a congressman from his home State, and together they developed the first legislative proposal that ultimately became the Wholesome Meat Act.

Shortly after the bombing of Pearl

(cont'd on page 2)

(cont'd from page 1)

Harbor, Dr. Pals said he became assistant inspector-in-charge of meat inspection in New York City. Walking through the city today, he said, one would find it difficult to believe that in the 1940's New York City was a hub of the meat industry.

"Between 41st and 46th Streets on the East River was the largest sheep slaughter facility in the United States," Dr. Pals recalled. "Sheep and cattle were brought into Jersey City by train, then loaded on a barge and taken around Manhattan and up the East River to the plants.

"If you walk down behind the United Nations Building now, you can still see the unloading ramp."

In 1944, Dr. Pals said he went to work in Washington, where he headed the standards and labeling section in USDA. The section was responsible for carrying out requirements of the Federal Meat Inspection Act for accurate and truthful labeling of products. It was also responsible for establishing standards for meat products. Those standards, Dr. Pals said, prescribe the composition of products such as hams, sausages, and frankfurters, and assure that consumers know what they are purchasing.

As head of the standards and labeling section, Dr. Pals said he felt that he was "the representative of the consumer as well as the farmer and producer. The Meat Inspection Act was written very broadly, and one of its authorities was to assure that a product carried the proper name, in addition to being wholesome and free from adulteration."

On a trip to Europe in 1954, Dr. Pals said he had an opportunity to observe inspection programs in some of the countries exporting meat to the United States. During the trip, he recalled, "I could look, but I could not comment, because the State Department was responsible for reporting the situation to us. But we at USDA were not satisfied that we were getting good information."

Today, Dr. Pals said, USDA has full responsibility for the inspec-

USDA in Deep Freeze

As the result of an order signed on January 20, USDA and most other federal agencies are now operating under a total hiring freeze. **President Reagan** ordered the freeze as part of his program to reduce the size of the Federal Government.

The hiring freeze extends to all types of career appointments, including full-time, part-time, and temporary positions, and to hiring commitments made after November 5, 1980.

According to guidelines issued by the Office of Management and Budget, the freeze does not apply to promotions, nor to appointments to Executive Level positions, noncareer Senior Executive Service jobs, and to Schedule C slots. The freeze also does not apply to—

- positions necessitated by emergency situations and determined to directly involve the safety of human life or property
- programs already exempt from employment ceilings
- the U.S. Postal Service, and
- agencies with fewer than 100 employees as of December 31, 1980.

Under the guidelines, OMB said, employees may be reassigned within an agency, but may not transfer from one agency to another, unless the move results from a transfer of functions brought about by Presidential reorganization or legislative action. The guidelines also state that "contracting with firms and institutions outside the Government will not be used to alleviate or circumvent the effect of this hiring freeze."

The freeze will remain in effect until further action by the White House.

tion of all meat products imported into the United States. In addition, USDA conducts regular reviews of foreign meat plants and programs, and ensures that all foreign plants responsible for exporting meat products to this country meet the same standards as U.S. plants.

Said Dr. Pals: "We worked for a long time to get the authority," which came in the form of a regulation. The regulation took effect on May 11, 1963. By then director of USDA's meat inspection service, Dr. Pals wasted no time in getting the regulation enforced.

On the day before the regulation took effect, Dr. Pals arrived in Sydney, Australia. On the morning that the regulation became effective, he was in Australian meat plants, inspecting meat slated for export to the United States.

"As I went through the plants, I saw several things that were not acceptable," Dr. Pals recalled. "I asked the Australian officials if this was representative of what I

was going to find. They replied that it was. The next day, at my request, the Australian officials issued an order to stop the export of certain products to the United States. The cooperation was excellent."

Dr. Pals said that although he had to exercise his authority in Australia, and in turn, in New Zealand, it wasn't long before he saw positive results. Both countries, he said, initiated major changes in their inspection systems and have since become major exporters to this country.

Retired since 1965, Dr. Pals has been very active in professional and civic organizations, and apparently has created a meat inspection legacy. The Pals' son, **Dr. Calvin H. Pals**, is also employed with the meat inspection program with USDA, in Washington, D.C. And with four grandchildren in the family, it's possible that there may be a meat inspector in the Pals line for generations to come. □

Researchers Honored

As part of its observance of Black History Month this year, the Science and Education Administration honored four of its employees for their work in the areas of research, teaching, and Extension. The four are:

Frank C. Greene, a research chemist with the Western Regional Research Center in Albany, Calif.;

Mary W. Marshall, a research nutritionist with the Human Nutrition Research Center in Beltsville, Md.;

Edith P. Thomas, a program leader with the Expanded Food and Nutrition Program in Washington, D.C.; and

Fred E. Westbrook, a priorities analyst in plant science production also in Beltsville, Md.

In honoring the employees, SEA pointed out that the four are engaged in research which contributes significantly to advancements in the food and agricultural sciences.

Of the four, SEA said that Greene is currently conducting research on protein biosynthesis and gene expression in wheat, and that his research interests also include protein chemistry, physical biochemistry, and immunochemistry.

Marshall directs research on the effects of biotin on essential fatty acid requirements. She also works with a research team in evaluating the effects of low-fat diets and diets with high polyunsaturated fatty acids on blood cholesterol and blood pressure in humans.

Thomas provides training and technical assistance to States in developing educational materials on infant and maternal nutrition. Her research and writing interests include behavior change in dietary patterns and the role of attitude and lifestyle in dietary compliance. And Westbrook is working on a special project on sunflower production to determine research and Extension needs for this cash crop which has tripled in acreage and production in recent years.



Anson R. Bertrand (right), director of the Science and Education Administration, and Iris Irby, Federal Women's Program coordinator, marked SEA's opening of Black History Month this year by displaying a poster of several black Americans honored for their contribution to the food and agricultural sciences. At left in the poster are photographs of four SEA employees who currently work in the areas of research, teaching, and Extension, while at right in poster is a sketch of Thomas M. Campbell, the first black USDA Extension worker who led efforts to expand USDA's Extension worker program.

In addition to honoring the four, SEA also paid tribute to six other black Americans, prominent in U.S. agricultural history. The six were—

- **William Owen Bush**, a well-known 19th century farmer from the State of Washington, who won acclaim for his state expositions of wheat, corn, oats, and other crops.

- **Thomas Campbell**, the first black USDA Extension worker, for his efforts which led to the expansion of USDA's Extension worker program.

- **John W. Davis**, one of the founders of the black land-grant college system, who conducted a study in 1933 evaluating the land-grant system and contributed to expansion of opportunities among the 1890 institutions.

- **Julius G. Groves**, known as the "potato king," who had the largest acreage of potatoes in rich Kaw Valley of Kansas and had one of the largest farms in the State.

- **Mary E. Hunter**, who was the first black home demonstration

agent in Texas, and who embarked on a program that led to the hiring of 23 home agents and a club organization of some 29,000 women.

- **Norbert Rillieux**, who improved on a method for refining sugar from raw cane, produced a superior quality of sugar for the average consumer, and brought about a reduction in sugar beet refining costs.

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Milton Sloane, Editor

Sharon Edwards, Assistant Editor

R.S.V.P. on Life Insurance

For the first time in over 10 years, USDA and other government employees who have waived coverage under the Federal Employees Group Life Insurance Program will have the opportunity to enroll in the program.

The Office of Personnel Management has announced that open season for the life insurance program will be held from March 1 through March 31 of this year. Open season will give employees the chance to enroll, or decline to enroll, in the 26-year-old program. *Either way, employees must submit a written form.*

During open season, USDA's Office of Personnel explained, all nonexcluded employees will be required to complete a life insurance election form—whether or not they are already participating in the life insurance program. In the event that an employee does not complete the insurance form (Standard Form 2817) during March, OP added, the employee's agency will file an election of basic insurance coverage and a declination of all optional coverages on the employee's behalf on March 31. However, if within 6 months an agency determines that an employee was unable to complete the form during March for reasons beyond the employee's control, the employee will be allowed 31 days from the date of the agency's determination in which to complete the form.

OP pointed out that during open season employees will be allowed to elect life insurance coverage regardless of age, health, or past participation in the program. A waiver by an employee of all coverage under the program, OP said, will become effective at the end of the pay period in which the waiver is received in the employee's personnel office.

In a memo to employees announcing the open season, OP noted that as a result of the Federal Employees Group Life Insurance Act of 1980, significant changes were made last year in

the life insurance program. The changes include lower premiums and extended coverage for many enrollees.

According to OP, the 1980 life insurance act—

- increases basic insurance protection (beginning this coming October) for employees under age 45 at no additional cost to the employees.

- requires employees who retire or who become entitled to receive workers' compensation after 1989 to continue paying premiums for unreduced basic life insurance coverage until they reach age 65.

- permits retiring employees to retain the full face value of their insurance coverage, or any portion thereof, beyond the age of 65.

- allows employees to purchase additional optional insurance and, for the first time, to buy life insurance on their family members.

To qualify for the optional insurance coverage, however, employees must elect basic insurance protection.

OP noted that as a result of the 1980 Act, the biweekly rate for basic insurance coverage will be reduced beginning April 1 from 25.5 cents to 24 cents per \$1,000 of coverage.

According to the Office of Personnel Management, the last open season for the federal employees life insurance program was held in March 1970.

PEOPLE

Dr. Elias Demetrios Dekazos, a plant physiologist with the Science and Education Administration in Athens, Ga., received a silver medal and cash award from the Florida State Horticultural Society for the best paper in a Society publication. Dr. Dekazos' paper discussed the effects of a chemical compound on bloom delay, fruit maturity, and quality of certain blueberries.

Summer Job Roundup

If you know a young person interested in working for Uncle Sam this summer, make a note of the following dates.

The Office of Personnel Management has announced that the period for applying for jobs with most federal agencies this summer is from March 15 through April 15, 1981. OPM added, however, that the filing dates may vary with a few agencies.

According to OPM, to be considered for a summer job, candidates must apply directly to the agency where they wish to work. To apply, applicants must complete and submit one or more of the following forms:

- OPM Form 843A (Application for Summer Employment) or Standard Form 171 (Personal Qualifications Statement)

- OPM Form 1170/17 (List of College Courses and Certificate of Scholastic Achievement), if appropriate

- Standard Form 15, along with a photocopy of appropriate proof, for applicants claiming a 10-point veterans preference.

This year for the first time, OPM said, applicants for summer clerical jobs will not have to pass a written exam. Thus, the applicants will not be able to qualify for a summer job based on the results of previous written tests.

OPM said that for more information on summer jobs and filing deadlines, applicants should contact their nearest Federal Job Information Center.

Correction

In the January 28, 1981, issue of this newsletter (Vol. 40, No. 2) employees pictured on page 4 were incorrectly identified. In the photograph, which was inadvertently reversed at the printers, **Bill Kost** appears at right, and **Kenneth Farrell** at left. **USDA** regrets the error.

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Employee Newsletter
of the U.S. Department
of Agriculture

'USDA'

Volume 40
Number 5
March 11, 1981

A Salute to Agriculture

This year all over the country, people from all walks of life will observe March 19 as National Agriculture Day. And well they should because—

—Our food is the most plentiful, healthful, safe, nutritious, and reasonably priced in the world.

—Farmers have consistently increased productivity per work-hour, and this agricultural output has helped to cool inflation while maintaining a generous food supply.

—Farmers' ingenuity and hard work, coupled with agricultural research, are the basis for a marvelous food production system that makes it possible for 3 per-

cent of our population to produce our food and fiber, thus allowing 97 percent of the Nation's people to produce other goods and services that are the basis of our national strength and wealth.

—Farmers' high production has made it possible to export large amounts of grain, oilseeds, and other products that far exceed our agricultural imports, helping offset trade deficits in industrial goods and paying for imported energy supplies.

—Farmers' high rate of production has made it possible for this Nation to support the world's most generous food stamp, school lunch, and other domestic food assistance programs, and allows

the United States to provide more food for emergency aid for malnourished, starving people around the world than is provided by any other country.

—Farmers are our number 1 conservationists of natural resources, and the Nation's champion producers of renewable energy supplies through converting solar energy into food and fiber.

As honorary chairman of the National Agriculture Day Foundation, **Secretary Block** asks all USDA employees to observe National Agriculture Day and to promote appreciation for the vital contributions made by farmers to our Nation's economy and our well-being.

Observe National Agriculture Day — March 19



As a Matter of Fact. . .

Agriculture is the Nation's biggest industry. Its assets, totaling \$927 billion at latest count, are equal to about 88 percent of the capital assets of all manufacturing corporations in the United States—combined!

Agriculture is also the Nation's largest employer. Between 14 and 17 million people work in some phase of agriculture—from grow-

ing food and fiber to selling it at the supermarket.

To find out how much you know about the Nation's biggest business and employer, test yourself on the following quiz. All the answers can be found in the 1980 "Fact Book of U.S. Agriculture." But if you're in a hurry to learn your score, the answers are also on page 4 of this newsletter.

1. Today, one farmworker supplies enough food and fiber for how many people?
(a) 38 (b) 45 (c) 68 (d) 83
2. The United States exports more farm products than any other country in the world. In 1980 U.S. farm exports totaled:
(a) \$15 bil. (b) \$28 bil. (c) \$34 bil. (d) \$40 bil.
3. Which country buys the most farm products from the United States?
(a) West Germany (b) Japan (c) Soviet Union (d) China
4. What percentage of all private enterprise jobs are devoted to some phase of agriculture?
(a) 5 (b) 10 (c) 15 (d) 20
5. Of the \$239 billion American consumers spent for domestic farm foods in 1979, what percentage represented marketing costs (transportation, processing, and distribution)?
(a) 30 (b) 48 (c) 56 (d) 67
6. Most people think of a farm simply as a tract of land devoted to agriculture. But USDA defines a farm in more specific terms—as a place where people live and sell agricultural products worth at least:
(a) \$50 (b) \$250 (c) \$750 (d) \$1,000
7. Which State is the leading producer of each of the following commodities?
(a) wheat (b) corn (c) cotton (d) dairy products

(Hint: They are Texas, Illinois, Kansas, and Wisconsin—but not necessarily in that order!)

New System to Pay Off

"TGIF—Thank Goodness It's Friday"—is an expression commonly heard at the end of the workweek. But next to Friday, the day perhaps most workers look forward to is payday.

Aware of that fact, the National Finance Center in New Orleans is the process of redesigning USDA's payroll and personnel system.

The new system is designed to speed up the processing of paychecks—particularly when there's an adjustment to be made—and to provide better all-round service to employees. It is also designed to provide a variety of useful information previously available only from several different sources.

According to the Office of Operations and Finance, the system is being designed in two phases. Phase one of the system, O&F said, will provide employees each pay period with a comprehensive earnings statement, giving a complete breakdown of gross earnings—including taxes withheld, retirement contributions, life insurance, health benefits, and savings bonds deductions. It will also provide annual and sick leave information.

Phase one will also provide an improved ability of the system to more timely process pay adjustments resulting from corrected time and attendance reports, or from the submission by agencies of late personnel actions. This new improvement, O&F points out, will substantially eliminate delays sometimes experienced by employees in receiving pay adjustments.

Phase two of the new system, O&F said, will provide improved personnel reporting and maintenance of historical information.

Dean K. Crowther, director of O&F, said that "full implementation of the new system will make available more complete employee information on a timely basis for use in responding to questions concerning transactions processed. This will enable better response to employee questions regarding payroll and personnel matters."

Spotlight on Nutrition Research

March is National Nutrition Month. And in honor of the occasion, the Science and Education Administration offers USDA employees a closer look at the types of research SEA scientists are conducting in laboratories across the Nation to help us better understand the relation of diet and health.

What do we need to eat for optimal growth, fitness, and general well-being?

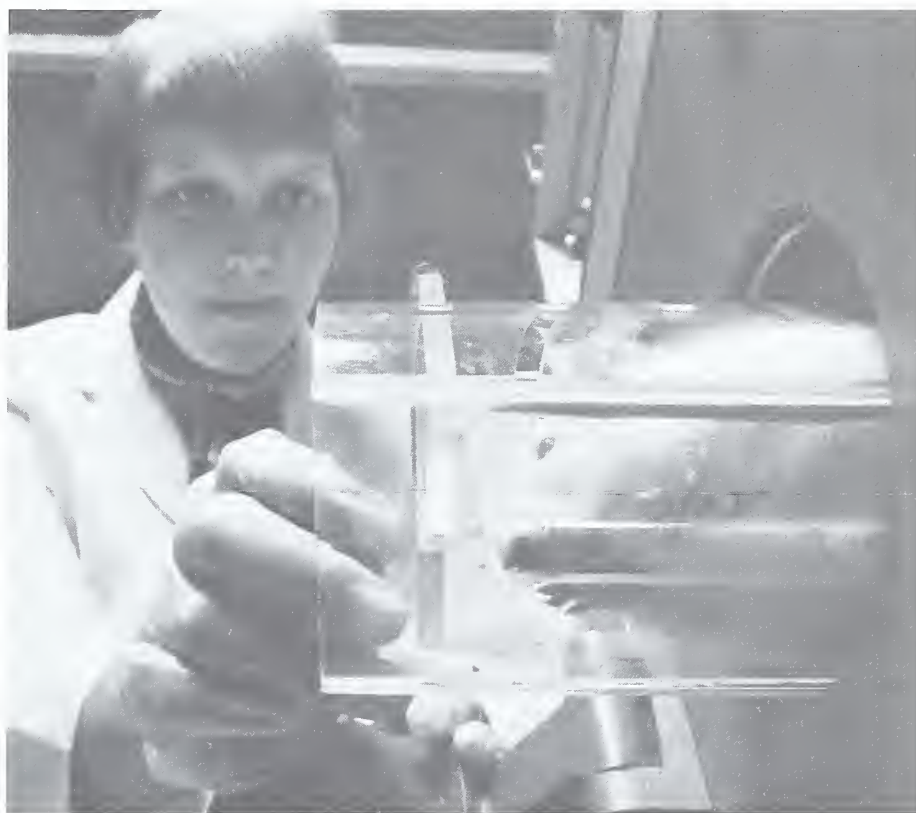
SEA's human nutrition research facilities are investigating such questions to provide people with the data they need to make informed decisions about their diet, according to **D. Mark Hegsted**, head of Human Nutrition in SEA.

"SEA's nutrition research is directed toward defining nutritionally adequate diets, evaluating the nutritional status of individuals and populations, and interpreting research findings for the public," Hegsted said.

To accomplish these goals, SEA carries out a broad range of nutrition research. The agency has six centers around the country and a Dietary Guidance and Nutrition Education Research Staff located in Washington, D.C.

Following are the names and locations of each of these centers and some of the research currently being conducted.

- Scientists at the Beltsville Human Nutrition Research Center in Maryland conduct research to define human nutrient requirements and to determine the nutrient composition of foods.
- The Grand Forks Human Nutrition Research Center in North Dakota studies the role of trace elements in the diet. It investigates requirements for trace elements and their interactions with other dietary components, such as fiber and protein.
- In Houston, Tex., researchers at the Children's Nutrition Research Center at Baylor College of Medicine are determining stan-



At the Human Nutrition Research Center in Grand Forks, N. Dak., Dr. Phyllis Johnson conducts studies on trace elements and their interactions with other dietary components. After feeding a test rat a meal "spiced" with radioactive zinc, she places the animal into a "small animal whole body counter" that will measure the amount of radiation in the rat. Radiation checks are made over a 10-day period to determine how much zinc is actually absorbed by the rat.

dards for nutrient intake and nutritional status of pregnant and nursing women, infants and children. Studies at the center include research on the influences of the mother's diet on milk composition.

- Research at the Consumer Nutrition Center at Hyattsville, Md., focuses on food consumption, dietary levels of nutrients, and nutrition education. Recently, the center released preliminary results of the 1977-78 Nationwide Food Consumption Survey which provides important data for researchers.

- The Human Nutrition Research Center on Aging at Tufts University, Boston, Mass., conducts research on nutrient needs of the elderly and the relationship of nu-

trition to the aging process. Studying the influences of dietary factors on loss of bone calcium during aging is one of several research projects underway at the center.

- The Western Human Nutrition Research Center in San Francisco, Calif., is the newest center. Research there will focus on identifying factors contributing to malnutrition and developing criteria for the design and evaluation of nutrition intervention programs.

"The work of the Human Nutrition research centers," Hegsted remarked, "is vital today for informed decision-making tomorrow."

story by Carolyn McCormick

Alphonso L. Sumter, county executive director for the Agricultural Stabilization and Conservation Service in Charleston, S.C., was named in the 1980 publication of *Outstanding Young Men of America*. Sumter was named one of the Outstanding Young Men of America for actively increasing participation by farmers in his county in ASCS programs.

The Outstanding Young Men of America program is endorsed by the United States Jaycees and recognizes the achievements and abilities of men between the ages of 21 and 36. Honorees are selected from nominations by national and State legislators, academic leaders, and various civic groups. Selections are made on the basis of nominees' demonstrated voluntary service to their communities, professional leadership, academic achievement, business advancement, cultural accomplishments, and civic and political participation.



Alphonso L. Sumter was named one of the "Outstanding Young Men of America" for 1980.

Karen E. Alexander, county office clerk in Iowa Falls, Iowa, for the Farmers Home Administration, was named "Woman of the Year" in 1980 by the Iowa Falls Business and Professional Women. Alexander was honored by the club, which works to enhance the local community, for being its most active contributor. She has served in nearly every office of the club and has also been its State recording secretary for the past 2 years.

Answers to Ag Facts

- | | |
|--------|---------------|
| 1. (c) | 7. (a) Kansas |
| 2. (d) | (b) Illinois |
| 3. (b) | (c) Texas |
| 4. (d) | (d) Wisconsin |
| 5. (d) | |
| 6. (d) | |



Forest Service employees from several regional offices recently received awards at a conference in Albuquerque, N. Mex., for outstanding performance in civil rights efforts. They were cited for their exceptional support and employment efforts benefiting women and minorities in the Forest Service, as well as for promoting greater involvement of minority groups in the agency's resource and other program planning. From left to right, the awardees are: John Pager of the FS Milwaukee, Wisc., office; David Jay (Susanville, Calif.); Mary Albertson (Portland, Ore.); Charles Dooley (Atlanta, Ga.); Audrea Warner (Portland); M. Jean Hassell (Albuquerque, N. Mex.); and Patrick McCarthy (Portland). Other awardees (not pictured) were Leon Anderson, R. Dale Nelson, and Charles Teague, of the Washington, D.C., office.

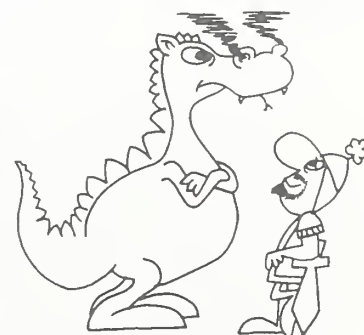
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USDA Vol. 40, No. 5, March 11, 1981

Milton Sloane, Editor

Sharon Edwards, Assistant Editor

Perform a death-defying act.



Stop smoking.

Give Heart Fund
American Heart Association

Secretary Meets With Employees

Twice in February, USDA employees in Washington attended get-acquainted meetings with **Secretary Block** in the Department's Jefferson Auditorium. The meetings were the first of four to be held with the new Secretary in the downtown Washington complex.

Sponsored by OPEDA—the Organization of Professional Employees of the Department of Agriculture—the meetings were designed so employees could express their views and ask questions. Attendance was determined by grouping agencies according to programs, relationships, and number of employees. The first two meetings drew employees from over one-third of USDA's agencies. Following are excerpts from those sessions, with Secretary Block answering the questions.

Q. Howard Banta, Forest Service: *What kind of reorganizations are you contemplating for the Department?*

A. We are contemplating some reorganizations, but the truth is that we're not at this point certain about them. I don't think that the changes we are considering will be huge ones or that they will dissatisfy a lot of people or make them unhappy. I think that the changes will be of some consequence, but not of major consequence. I will resist any reorganization, for example, that might move the Forest Service into the Interior Department, I assure you. I don't support taking responsibilities away from USDA. There may be some small responsibility that may be moved, but I don't support major movement of our responsibilities into some other department, for a couple of reasons. First, I don't think some other department can do as good a job as we are doing now. Second-



At the first of a series of meetings with employees, Secretary Block spoke of the importance of agriculture to the Nation and the world and of the Department's vital supporting role. Following his address, Secretary Block invited questions from employees. The meetings are sponsored by the Organization of Professional Employees of the Department of Agriculture.

ly, I believe that when you lose a responsibility you weaken yourself. I think we would weaken ourselves—our strength and our very size—if we get smaller.

Q. Richard Ford, OPEDA President: *There has been a lot of talk lately about the need to go back and chop off \$12 billion more from the budget. Do you think that as a result of this there is going to be a RIF in the Department?*

A. The budget ax is sharp. But we've virtually settled most of our differences with the Office of Management and Budget, so I don't anticipate anything new in particular. But we've had a real struggle in working out those differences. I think the cuts that are planned are reasonable—cuts that we can live with. They do affect the Department, but I don't think they do in a precipitous way in any one agency or the other. I

think they're cuts we can live with, and that we'll be stronger and better for having sustained them. We will work harder, and we'll still get the job done.

Q. Norma Weetman, Farmers Home Administration: *If any agency does have to reduce its staff, and the RIF procedure is used, what will happen to women who do not have veteran's preference, but have 15-20 years of service, and are considered alongside of men who do have veteran's preference but only have 3 years or a little more of service?*

A. I can't answer that question specifically. But I will try in every way to be fair—fair to women and fair to men alike. And that's something we have to be throughout this Department. But I don't anticipate a lot of people having to leave because of budget

(cont'd on page 2)

(cont'd from page 1)

cuts. There may be some in some places; I don't know where. But we're going to have a fair amount of natural attrition because of people retiring, and our not hiring anybody. This may mean that eventually we will have to switch a few people around. There will be some adjustments. I don't know how long the hiring freeze will last, so this process will take some adjusting. But I think it can be done with a minimum of pain on people. I can't tell you specifically that there won't be some people losing their jobs, because there may be in some specific program. But we will have to wait and see. It is not my intention to just go out and chop off a lot of people.

Q. Harold Thompson, Forest Service: *With the grain embargo against the Soviet Union, what other markets for wheat might this country look for?*

A. I think there are some new markets for wheat and other products in Asia, in the Pacific, and in some of the developing nations. There are some developing nations in Africa that are going to be major markets for wheat and some of our other products. But markets aren't developed overnight, unless there is a drought someplace. Then all of a sudden, there's a big market in a certain area. But other than those kinds of markets that are forced upon people because of weather, markets are things that take time to develop. Here in USDA, we have had an aggressive market development program, and are still having one. I've said publicly that if there's one area that I am going to emphasize and promote it is overseas market development for U.S. agricultural products because I think it will pay off to this country in the long run in terms of more jobs for people and a healthier, stronger economy.

Q. Jim Lewis, Soil Conservation Service: *You've indicated that USDA employees should be strong advocates of a healthy farm production sector. Do you have a particular segment which you feel should be most strongly supported?*

A. I can't think of any particular

In his opening remarks at the get-acquainted meetings, Secretary Block said in part:

"To the extent possible, I would like to meet all USDA employees. At least, I'd like for you to know that I am interested in you. I assure you that I am concerned about your welfare, and that I appreciate the work that you do.

"I know who does the work. You're in this room here, you're in California, and Tennessee, and Texas, Illinois, and Oregon, and all over the United States. I think we have some very dedicated employees in this Department. It's an important Department and it's working to provide service to an important industry, and indeed to all of society. I pledge to you that I will support this Department, and that I will never categorically criticize you because I firmly believe that the employees of this Department do an outstanding job.

"From my perspective, as Secretary of Agriculture, I look forward to providing leadership and direction to USDA. I come from agriculture. I believe in the agricultural industry. I also feel that the greatest thing that I can deliver—and that you can help me deliver—is to help promote and provide a climate for a healthy, prosperous agriculture in this land to serve not only farmers, but to serve agribusiness, industry, consumers, and all the population.

"You're the ones who meet and talk to the public; there's no way that I can talk to or see enough people. You're my eyes, my mouth, my voice out there talking with people. You may not think of it, but the number of people that you come in contact with is far more than I'll ever get to talk to. So it's important that you carry the right kind of message.

"I can't talk to all of you. So I ask you to listen to what I say—whether it's on the radio or wherever it is—and to read what I say in the newspapers. Talk to other people and find out what I believe in and what I want done. I ask you to try and carry out the goals and objectives and the directions I want to establish.

"I'm optimistic about the assistance that you can be to me. I can't do anything alone. I can't get the job done without your help. I ask that you give me that, and I pledge to you my support in return."

segment. As far as the total industry goes, and the programs that are within the industry—the farm programs—I believe in them, generally speaking. I believe in allowing parts of our industry to have the kind of farm program they want. We have such wide-ranging farm programs. I don't want to put agriculture's different programs into the same strait jacket. I think that would be a mistake. The only criterion I have in terms of these different segments of the industry is that the programs should not be excessively expensive to the federal government. When any one of them starts getting out of hand cost-wise, it has

to be adjusted in some way. I think that's in keeping with the philosophy of this administration. There are many regions in this country, and all of them have different concerns, crops, and problems. We will be trying to staff the Department with people from different regions so that we'll have a broad perspective and can listen to all the regions and give them equal and even-handed treatment.

Q. Mason Miller, Science and Education Administration: *What's your position on agricultural research? And what is the possibility*

(cont'd on page 3)

(cont'd from page 2)

of increasing funding and support for the area?

A. I support agricultural research. I think it will pay dividends. Agricultural research and export markets are the two areas that I think will pay great dividends for us in the future. One reason I emphasize research is that the decade of the 80's is going to put tremendous demand on and pose a great challenge to the agriculture of this country. I'm convinced that this industry's up to the challenge, but it needs to have research to find new varieties of seeds, to develop new technology with farm equipment, and to devise new ways, for example, of saving our soils from erosion so that they will be here for future generations. I think it will pay dividends, and I'll be trying to salvage that area in our budget, and maybe expand it. But I will give it favorable treatment.

Q. Al Sherman, Rural Electrification Administration: *What is the status of the REA administrator? Why hasn't one been chosen?*

A. You would think that this system would move very swiftly, and it could have moved much faster if the President had told me, or the Presidential personnel office had said 'you'll need 12 to 14 people, now you hire them.' But that isn't the best way to do it. What we've done—although they are Presidential appointees—is to come up with choices, interview every one of them, and then turn them over to the Presidential personnel office for review. To date, I haven't had any of them thrown back at me. Once we get the team put together, even if it's a bad team, at least it will be my team. I think it will be a good team. I'm very optimistic. Much more so than I would be if somebody had written this script and given it to me and said, 'Here it is.' I know it takes a little longer, but when I hire an assistant secretary I don't want to just give that person two administrators and say, 'Here, these are yours. You have to take them.' I want to be as fair as the President has been to me. It takes a little longer since we're doing it a tier at a time, but we'll get to it." □

Lyng Is Number Two

Richard E. Lyng has been confirmed by the U.S. Senate as Deputy Secretary of Agriculture. Lyng, 62, thus becomes the number two man in USDA.

A former USDA assistant secretary under ex-President Richard Nixon, Lyng had been a food and agriculture consultant since December 1979. Following the 1980 elections, he was the transition team leader for USDA.

From 1973 to 1979, Lyng was president of the American Meat Institute. Prior to that, he was USDA assistant secretary for consumer and marketing services, having been appointed to the post in 1969. From 1967 to 1969, Lyng was deputy director and director of the California State Department of Agriculture. From 1945 to 1967, he was president of the Ed. J. Lyng Company, Inc., a family seed and bean production and processing firm in Modesto, Calif. During World War II, Lyng spent 30 months in the South Pacific with the U.S. Army.

The new deputy secretary is a member of the U.S. Chamber of Commerce's agriculture committee, and was from 1976 to 1980 a



Days after testifying at a confirmation hearing, Richard E. Lyng was confirmed by the U.S. Senate as deputy secretary of agriculture, under John R. Block. Lyng now holds the second highest position in USDA.

member of the animal health committee of the National Academy of Sciences.

Lyng was born in San Francisco, Calif., and received his doctorate cum laude from the University of Notre Dame in Indiana.



Mara Guerrero (second from left), a bilingual broadcaster with the Office of Governmental and Public Affairs (GPA), has been elected president of the Hispanic-American Cultural Effort organization. Consisting of USDA employees, HACE seeks to advance the employment potential of Hispanic-Americans in USDA and to organize social activities to help them share in the cultural wealth of Hispanic countries. With Guerrero (from left to right) are other newly elected officers of HACE: George Holcomb, also of GPA, elected secretary; Rudy Arrendondo, of the Farmers Home Administration, vice president; and James A. Maes, of the Soil Conservation Service, treasurer.

USDA Scientist Wins Top Award



Glenn W. Burton (left), a USDA scientist, received the President's Award for Distinguished Federal Civilian Service which was presented by Secretary Block (right) at a recent ceremony. Burton is a research geneticist with the Science and Education Administration in Tifton, Ga.

Glenn W. Burton, a research geneticist with the Science and Education Administration in Tifton, Ga., recently received the highest award granted to federal employees, the President's Award for Distinguished Federal Civilian Service. Dr. Burton received the award for outstanding achievement in carrying out his agency's mission with ability and imagination.

Leader of a team of scientists at SEA's Coastal Plain Experiment Station, Dr. Burton conducts broad research on plant genetics. His most recent development, a new hybrid grass called Tifton 44, may play a significant role in meeting the food needs of an expanding worldwide population. Cattle fed the nutrition-rich grass average daily weight gains that are 19 percent higher than those fed with other grasses, which could potentially add millions of pounds of beef a year to the marketplace.

In presenting the award, which includes a gold medallion and a citation, **Secretary Block** said: "Dr. Burton's pioneering plant genetics research to improve the productivity of forage grasslands has resulted in increased animal protein, saving countless people around the world from starvation and malnutrition." He also said that Dr. Burton's accomplishments "illustrate how agricultural research can lead to productivity increases."

Although the award carries no monetary bonus, Dr. Burton said in a Washington *Star* interview that he believes he has been well-rewarded for his work. "I've been in every State of the Union, in 53 countries, and around the world three times," said Burton, adding that at age 70 he's "convinced there are still things I can do in the world that need to be done."

Two for the Price of One?

The Government of Saudi Arabia may have gotten two experts for the price of one recently when it acquired the services of USDA's **Aref A. Abdul-Baki**.

Abdul-Baki, a scientist at the Agricultural Research Center in Beltsville, Md., for the past 13 years, has accepted a two-year assignment to serve as head of the Saudi's Regional Agriculture and Water Research Center in Riyadh. He will act as senior USDA representative at the Saudi center.

During the two-year assignment, Abdul-Baki's wife Houda is expected to finish her doctoral thesis in social work and hopes to use her expertise to work with the Saudi government.

Speaking of his new assignment, Abdul-Baki said the Saudi research center will focus on increasing production in a hot, arid climate. "The Saudis have critical problems in production," he said, "due to lack of water, and want practical methods for solving them. We will work with the

Saudis to tackle their major agricultural and water problems—not only for the Kingdom itself, but for the whole Arabian Peninsula. The ultimate goal, however, is to train young Saudi Arabians in scientific careers so that eventually the country will not have to rely on imported help to fill its senior scientific positions."

A native of Lebanon who came to the United States in 1960 to study for a doctorate in agricultural sciences, Abdul-Baki said that although he is on loan to the Saudi government, "I expect to stay."

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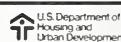
Milton Sloane, Editor
Sharon Edwards, Assistant Editor

KEEP IT UP, AMERICA



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Returning the Favor

The United States has proven to be an excellent caretaker of Japanese cherry trees, and for that Japan is grateful. In an unusual and historic turnabout, the Japanese recently received from the United States—through USDA—specimens from the lovely trees which Japan presented to the United States nearly 70 years ago.

In a Washington ceremony, **Dr. Frank S. Santamour**, acting director of the National Arbore-

tum, presented Japanese officials with 2,000 live cuttings from trees in the District of Columbia collection, which contains selections not found in Japan. Many of the trees in Japan have been lost to air pollution and urbanization.

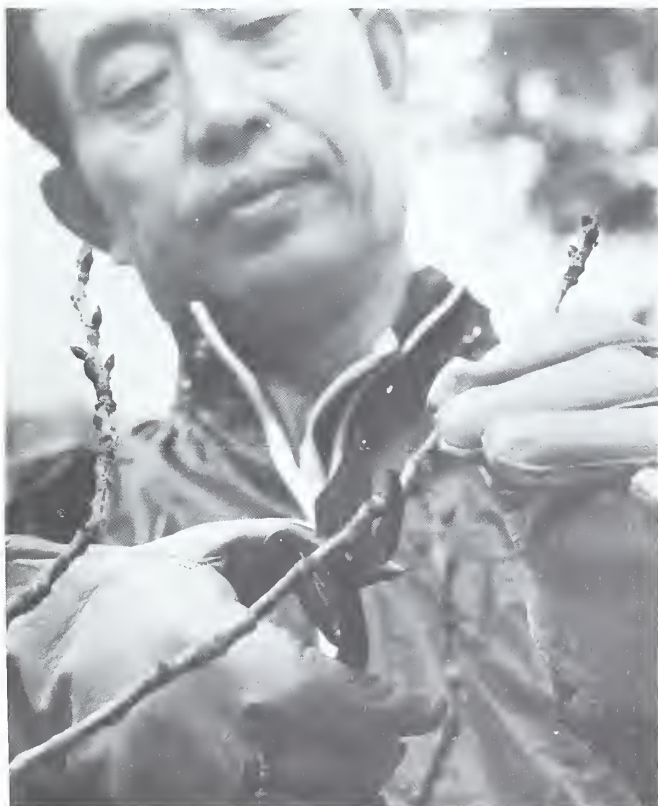
The ceremony highlighted an extensive effort by the Japanese to reestablish the flowering cherry tree along the banks of the Arakawa River and other locations in the Kohoku area of Tokyo. It was the Kohoku region, the Sci-

ence and Education Administration (SEA) notes, that in 1912 supplied the United States with the first 3,000 of the famous cherry trees. Since that time, viewing the blossoms of the flowering trees has become an annual springtime rite for thousands of visitors to the Nation's Capital. The trees grace the Tidal Basin and other areas of Washington, D.C.

In accepting the cuttings, **Takao Watanabe**, chief of the Tokyo

(cont'd on page 2)

The Gift That Keeps on Giving



Takao Watanabe, chief of Tokyo's park service, collects young shoots of a Japanese flowering cherry tree at USDA's National Arboretum. The cuttings, from the progeny of trees donated to the United States by Japan nearly 70 years ago, will be used to reestablish the trees in several locations in Japan, where they have been lost to air pollution and urbanization.



Roland M. Jefferson (right) and Marjorie Shorter examine cuttings of Japanese flowering cherry trees at the Agricultural Research Center in Beltsville, Md. Once the cuttings are judged free of scale insects and diseases, they will be sent to Japan. Jefferson is a botanist at the National Arboretum and Shorter is a plant quarantine inspection officer with the Animal and Plant Health Inspection Service.

(cont'd from page 1)

Adachi Ward Park Service, said the trees will be planted in conjunction with the Ward's 50th anniversary celebration in 1982. He added that the trees commemorate the "good will and friendship between the American people and the Japanese."

SEA hopes that the current cooperation between the United States and Japan will broaden into a long-term exchange and documentation of ornamental cherry tree material. Such an exchange is important, says SEA botanist **Roland M. Jefferson**, because the United States also has had difficulty in preserving particular selections of the flowering cherry tree. Of the 12 varieties represented in Japan's gift to the United States, Jefferson noted, only two varieties—the Kwanzan and Yoshino—still grow along the Tidal Basin and the Potomac Park shorelines. However, at the Arboretum, more than 60 selections—including some "lost" varieties that Jefferson has located in other parts of the country—are well established.

According to SEA, Jefferson has begun to assemble and document what might some day become a national cherry tree collection. He also plans to publish a comprehensive worldwide catalogue of flowering cherries which would document each selection's history, progeny, and location, and would identify those selections on the brink of extinction.

Additionally, plans have been completed for Jefferson to visit Japan this spring—as a guest of the Japanese government—to conduct research on both the wild and cultivated flowering cherries of Japan, and to lecture on the history and taxonomy of the trees.

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

McMillan Named Assistant Secretary

After confirming USDA's new deputy secretary, the U.S. Senate confirmed the nomination of **C. W. McMillan** as USDA Assistant Secretary for Marketing and Transportation Services. McMillan will oversee the operations of the Agricultural Marketing Service, Animal and Plant Health Inspection Service, Federal Grain Inspection Service, Agricultural Cooperative Service, and the Office of Transportation.

A native of Colorado, McMillan, 55, was until recently vice president for government affairs for the National Cattlemen's Association. From 1970 to 1977, he was executive vice president for Washington affairs for the American National Cattlemen's Association (ANCA) which in 1977 merged with the National Live-

stock Feeders Association to form the National Cattlemen's Association. McMillan joined the former ANCA in 1959 as executive vice president.

Prior to that, he was division head for agricultural research for Swift and Company in Chicago. From 1948 to 1954, McMillan was an assistant 4-H club agent, a county agent, and a faculty member at Colorado State University.

McMillan is a member of the USDA Secretary's advisory committee on foreign animal diseases, the food and agricultural committee of the U.S. Chamber of Commerce, and the executive committee of the National Environmental Development Association.

He served in the U.S. Navy from 1943 to 1946.



The first assistant secretary to be confirmed by the U.S. Senate, C.W. McMillan (left) was sworn in by Secretary Block at a recent ceremony. McMillan will oversee the functions of agencies under marketing and transportation services in USDA.

It's the Law . . .

In accordance with a federal statute, the Office of Personnel (OP) reminds employees who work in units covered by an exclusive labor agreement that they have the right to be accompanied by a union representative at—

—any formal discussion with an agency in connection with a grievance or any personnel policy, practice, or other general condition of employment, and at

—any discussion with an agency in connection with an investigation if the employee requests such representation and believes that an inquiry will result in disciplinary action.

OP noted that the Civil Service Reform Act requires that employees be notified of this right.



At an environmental sciences symposium conducted recently in Baton Rouge, La., representatives from various USDA agencies and eight historically black 1890 land grant colleges (above left) exchanged information on USDA programs. The forum, sponsored by USDA's Office of Environ-



mental Quality headed by Barry Flamm (above right), was also designed to establish links between the federal and academic sectors, as well as to investigate research and technical assistance cooperation.

A Happy Exchange

In what many hope will lead to an annual reunion, the Office of Environmental Quality—in conjunction with seven other USDA agencies—coordinated and conducted a pilot environmental sciences symposium recently at Southern University.

The purpose of the program in Baton Rouge, La., was to provide an opportunity for 1890 land-grant institutions to gain firsthand knowledge of USDA agency efforts in the environmental fields, and to assess the potential for participation in research, student

development, and teaching projects.

Program speakers included **Barry Flamm**, director of USDA's Office of Environmental Quality (OEQ); **Joseph Brooks**, president of the Emergency Land Fund; and **William L. Young**, director of the White House Initiatives on 1890 Institutions. **Dr. Eddie Anderson**, assistant director for OEQ, said that highlights of the program included presentations by USDA agencies on their programs, presentations by the 1890 schools on their academic and research

programs, and followup discussions of the areas where USDA assistance may be provided.

In addition to OEQ, other USDA agencies participating in the symposium included the Office of University Affairs, the Animal and Plant Health Inspection Service, Agricultural Stabilization and Conservation Service, Farmers Home Administration, Forest Service, Food Safety and Quality Service, and the Science and Education Administration.



Dr. Dayton L. Klingman recently received an award of merit presented by the Northeastern Weed Science Society.

PEOPLE

Dr. Dayton L. Klingman, a scientist with the Science and Education Administration, received an Award of Merit from the Northeastern Weed Science Society for his many years as an active participant in the Society. The award was presented at the Society's annual meeting in Philadelphia, Pa. Dr. Klingman is chief of the Weed Science Laboratory in Beltsville, Md.

Other SEA scientists who were honored recently by a professional

association include **Karl F. Finney** and **Dr. Yeshajahu Pomeranz**, both of Manhattan, Kans., and **Dr. Claude H. Schmidt** of Fargo, N. Dak. The three were elected Fellows of the American Association for the Advancement of Science. Finney was recognized for his research on wheat flour components in bread-making and in developing methods for evaluating functional properties of wheats. Dr. Pomeranz was cited for his outstanding research leadership and accomplishments in cereal science

(cont'd on page 4)

Discovering Deeper "Roots"

Science and Education Administration employees at the Wyndmoor, Pa., research center observed Black History Month in February by sponsoring a talk on early African science that was open to the public.

The speaker was **Ivan Van Sertima**, associate professor of African Studies at Rutgers University, who exhibited illustrations of some archaeological findings of ancient black African civilizations. The findings included a 2,500-year-old East African iron smelting apparatus, a 2,300-year-old small model airplane, sea routes from Africa to America, and papyrus boats.

The SEA employees, along with students and teachers from nearby schools, also learned of other recent findings such as a mummy of an African child carbon-dated 3,500 B.C. that was preserved by the same techniques as the later Egyptian mummies, a prehistoric calendar, an 8,000-year-old mathematical scale, and a telescope.

An internationally known literary

critic, linguist, and anthropologist, Van Sertima said that "until recently, most studies of Africa have been of small communities. The larger studies have been ignored by most historians. We are just scratching the edge of African culture."

For instance, Van Sertima said, recent archaeologists have found a stone incense burner used by Nubians as early as 3,300 B.C.—two centuries before the beginning of civilization in Egypt. Nubian agricultural tools, he said, and remnants of barley radio-carbon dated 17,000 to 18,300 years ago found near Aswan show early agricultural cultivation. And the discovery of cotton fragments have shown that agricultural developments moved up the Nile from the south.

The SEA-sponsored observance drew a number of employees from other federal government agencies, such as the Department of Health and Human Services, the Defense Contract Audit Agency, and the U.S. Mint.

(cont'd from page 3)

and technology. And Dr. Schmidt was elected for his research on radioisotopes and radiation on the physiology of insects affecting man and animals.

Seymour Brody, Animal and Plant Health Inspection Service, received an agency EEO award for his exceptional efforts in promoting equal employment opportunities for minority groups. An animal health technician in Petaluma, Calif., Brody was cited for the impressive amount of time and talent he has contributed toward increasing job opportunities for California's Hispanic community. Employed with APHIS' veterinary services program since 1958, Brody presently serves as the agency's western regional Hispanic employment manager.



At a Black History Month observance sponsored by the Science and Education Administration (Wyndmoor, Pa.), Professor Ivan Van Sertima illustrated some archaeological findings of ancient black African civilizations. They included a 2,500-year-old East African iron smelting apparatus, a small model airplane (2,300 years old), sea routes from Africa to America, and papyrus boats.



Seymour Brody, a Hispanic employment manager for the Animal and Plant Health Inspection Service in Petaluma, Calif., was honored recently for his work in increasing job opportunities for the State's Hispanic community.



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Sky High About Her Job

"One of my most exciting assignments last summer was flying with the lead plane to find the safest flight path for fire retardant bombers to get in and out of the Lily Lake fire in the Wasatch National Forest. When we located the blaze, we led the bombers in to drop their loads of chemical retardants.

"We flew in at a low level. I was shocked by the total devastation below, but we were going so fast and there was so much to think about that I didn't have time to be as frightened as I expected to be."

Commenting was **Charlotte Larson**, a pilot with USDA's Forest Service in Ogden, Utah. She was referring to the fact that whenever a forest fire rages out of control, heavy DC-4 air tankers loaded with chemical flame retardants depend on light, twin-engine Forest Service planes to lead them to the blaze. The smaller craft, swooping in and out of rugged hills and terrain, find the best flight path for the tankers. These are often dangerous missions and much depends on the skill of the pilot in the lead plane.

Last June, after 12 years of training and experience, Larson became the second, full-time woman pilot in Forest Service history. The first, **Mary Barr**, is now an air safety officer with the Forest Service's aviation and fire safety management program. Larson began her career in aviation when she went to the small airstrip near her home in Beach City, Ohio. She said she asked the local pilot there to "teach me to fly.

"I was 21, had discovered that most job opportunities open to me were boring, and decided to try something unusual," she said. "That decision led to many years



The only full-time woman pilot presently employed by the Forest Service, Charlotte Larson decided at the age of 21 that she was going to enter an exciting career field. After years of hard work, she succeeded in attaining a job that she's really "up in the air" over. Larson pilots a twin-engine plane, primarily flying photography missions for the Forest Service over the western United States.

of hard work, but it was work that I wanted to do."

Based with the Forest Service's Intermountain Region, Larson flies photography missions over all the Western States, and is in training for a variety of fire fighting missions.

She said that when she is flying, "I work just like all the other pilots. I think of myself as a woman only when I'm away from the job. That way, my life is separated into two compartments and that works well for me." Off duty, Larson said, she likes to paint and work on handicraft projects.

Although she said she had some apprehension when she joined the

Forest Service ("because of the equipment they use, and the type of flying they do"), Larson believes "a woman should prepare herself well for whatever profession she chooses and be prepared to compete on the basis of ability."

Larson's own preparation has been an inspiration to other women. Recently she received a letter from a woman in another aviation organization that read: "I don't know you, but I think I owe my job to you. The man who hired me was so impressed by your professionalism that he was convinced a woman could do this job."

(cont'd on page 2)

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Larson said she very much likes working for the Forest Service, and that she particularly likes "the idea of living west of the Rockies."

Dale Matlack, aviation officer with the Intermountain Region, said that Larson is a "good pilot with a strong background in the type of aircraft we operate, and is an excellent aircraft systems instructor. We're fortunate to have a person of her professional caliber." He added that Larson's future looks bright and that he's "confident she has the ability and professional background to hold her own in this male-dominated organization."

Mary Barr, the first woman pilot with the Forest Service, said, "I know there are many qualified women experienced in the type of aircraft and the kind of flying we do. If given the chance, they'll do as well as Charlotte Larson." □

Story by Bonnie Eldredge

PACE Deferred

Because of current federal hiring restrictions, the Office of Personnel Management (OPM) has deferred nationwide administration of the Professional and Administrative Career Examination (PACE) until the fall. The test was scheduled to be given to applicants this spring.

While suspending the test nationally, OPM has authorized its regional offices to conduct it if there is an immediate shortage of qualified candidates in their areas.

According to OPM, all applicants who filed during the open period earlier this year to take the exam are being notified of the delay in testing or of individual regional plans.

Hoagland Named FNS Administrator

Secretary Block has appointed **G. William Hoagland**, who worked for a number of years on Capitol Hill, as administrator of the Food and Nutrition Service (FNS).

A native of Covington, Ind., Hoagland previously worked in the Congressional Budget Office's division of human resources and community development. He also headed that office's income security and employment unit, where in addition to other functions he handled the analysis of legislative issues related to domestic food and nutrition policies.

Before working for the Congressional Budget Office, Hoagland worked on FNS' economic analysis and program evaluation staff in 1974-75. He also served as an associate director for Indiana's comprehensive health planning agency.

Hoagland has dealt with poverty-related nutrition issues since his graduate work in agricultural economics at Pennsylvania State



G. William Hoagland is the first agency head to be appointed by Secretary Block. Hoagland will serve as administrator of the Food and Nutrition Service.

University, where he completed his master's degree in 1972. He also holds a bachelor's degree from Purdue University.



Members of the 1981 Honor Awards committee convened at USDA recently to review the nominations for this year's awards. From left to right, the members are Richard Stone, president of Stone Seed Farms, Springfield, Ill.; Dr. James E. Bostic, Jr., corporate regulatory director for Riegel Textile Corporation, Greenville, S.C.; Dr. Harry C. Mussman, administrator of USDA's Animal and Plant Health Inspection Service, and chairman of the committee; and Dr. David L. Call, dean of the College of Agriculture of Life Sciences at Cornell University. Not present for the photo was committee member Berta Lee White, chairwoman of the American Farm Bureau Woman's Committee. Held annually in the Nation's Capital, the Honor Awards ceremony recognizes the many outstanding individual and group achievements by USDA personnel with USDA's highest awards. The ceremony this year will be held on May 28 at the Departmental Auditorium.



Thanks to modern technology, life has taken on new meaning for Annie Mae Jennings, a hearing impaired computer operator with the Forest Service in Rosslyn, Va. Jennings was recently given access to a Teletypewriter (TTY) machine that has opened up a new avenue of communication for her. The device enables Jennings to "talk" to others at locations where the device is installed. The TTY machine aids Jennings in her work, and may also increase her opportunities for advancement. Because her job entails substituting for the computer operator in the Washington, D.C., South Building, Jennings carries a portable TTY unit so that messages and instructions can be relayed from her Rosslyn office. Having the machine, Jennings says, also enables her to contact other hearing impaired employees, which in turn gives her a better understanding of the benefits and opportunities available to the handicapped.



Six USDA employees proudly display award plaques and Presidential letters of commendation which they received for their suggestions resulting in significant cost savings to the government. All are employed with the National Finance Center (Office of Operations and Finance) in New Orleans, La. They are: (seated l.-r.) Paul Gordon, Donna Campbell, Jacqueline Jacomine; (standing l.-r.) Salmen Crawford, Joan DiGiovanni, and Joanne Brundrett.

Learning By Long Distance

When **Herb Jackson** of the Agricultural Marketing Service in Chicago was asked to talk to a group of college students about how agricultural prices travel from their point of origin to the news media, he was told that the talk was to be quite informal and that he wouldn't have to travel the 150 miles to the university campus to be in front of the students. Instead, Jackson was asked to talk to the students via a long-distance telephone hook-up. The request came from **Jim Evans**, professor of agricultural communications at the University of Illinois in Urbana.

Accepting the invitation, Jackson, who is director of USDA's regional information office in Chicago, and staff members **Wayne Baggett** and **Mary Galloway** went one better. They decided to use their conference-call speaker to enable **Paul Rabin**, officer-in-charge of the local AMS poultry market news reporting office, to explain how he gathers prices on poultry, eggs, turkeys, and other commodities and relays the information to various news services via AMS' market news teletype system and code-a-phones. Jackson described which news wire services had tie-ins to the system, and explained how other AMS market reporting offices often feed the media directly.

Jackson says the students asked good questions about the market news process, while Evans reported that they did indeed benefit from the session and suggested that perhaps other "classes by telephone" could be arranged in the future.

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USDA Vol. 40, No. 8, April 22, 1981
Milton Sloane, Editor
Sharon Edwards, Assistant Editor

Save Gas. . .and Money

If you're a typical driver, your car:

- travels more than 11,000 miles per year.
- consumes nearly 700 gallons of gasoline annually (just under 2 gallons a day).
- has an average fuel-economy rating of 16-17 MPG.
- costs more than \$850 per year for gasoline alone.

Those figures assume that you're driving a private automobile and living in an urban area. Yet, even if you have a long commute, use your car for business, operate a light truck, or for some other reason exceed those averages, the relative impact of gasoline costs on the pocketbook remains the same.

By using your vehicle more efficiently, USDA's Office of Operations and Finance says, you could easily—

—cut gasoline consumption by

80-160 gallons per vehicle without eliminating any necessary travel and without inconvenience or sacrifice, and

—save several hundred dollars per year.

The money saved, says O&F, which provides oversight for USDA's 33,000-vehicle fleet, is like getting a discount on the gasoline you buy of about 15-30 cents a gallon. Passenger automobiles, O&F adds, account for about 13 percent of all end-use energy consumption in the United States, and about 31 percent of all the petroleum used. If every driver of the more than 100 million private automobiles, plus some 20 million light trucks, reduced gasoline consumption just 5 percent, the total savings would be more than *5.5 billion gallons of gasoline per year*. That's enough, in savings alone, to drive the average car between New York City and San Francisco about 25 million times

In its booklet, "How to Save Gasoline . . . And Money," O&F suggests that people drive at a moderate speed, drive at a smooth and steady pace, drive "defensively," and not idle the engine for longer than 30 seconds. It also suggests that people keep their windows closed when driving at highway speeds. Open windows increase wind resistance by creating drag.

• In planning trips, O&F recommends that drivers share a ride with a friend, combine trips, eliminate unnecessary trips, and use public transit. The agency also recommends that in caring for their cars, owners:

- check tire pressures regularly
- buy radial tires
- align wheels
- use gasoline of the proper octane rating
- check and change oil and oil filter at recommended intervals

PEOPLE



Glenn A. Bennett

Glenn A. Bennett, a research chemist in Peoria, Ill., has been given the Federal Employee of the Year Award for 1981 by the Peoria Federal Executive Association. He was cited for high-level research performance and for concern for and involvement in community needs. Bennett's research involves fermentation products that are dangerous or potentially hazardous to man and animals.

An employee of the Science and Education Administration, Bennett last year received USDA's Distinguished Service Award for team research to exclude mold toxins from cereal foods, milk, and animal feed.

- use a good quality multi-grade motor oil
- tune their engines
- Finally, O&F suggests that people—
- take vacations close to home
- support local energy-saving laws
- walk, hike, jog, and bicycle, whenever possible.

KEEP IT UP, AMERICA.



By driving less, planning trips more wisely and keeping our cars in tune, we'll keep saving gas. And money—because wasted gas is wasted money.

LITTLE BY LITTLE, IT ALL ADDS UP.



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The Advertising Council

Ag 844
Cop. 3

"Tailor-Made"

Every year people spend as much recreation time on national forest lands—hiking, camping, picnicking, swimming, boating—as on all other federal public lands combined. But if a person is physically handicapped, does that mean he or she must forego the pleasures that other people enjoy?

No, says the Forest Service. "We're removing architectural barriers that keep the handicapped from enjoying the recreational opportunities available to everyone else," said **Bill Holman**. "After all, public lands belong to everyone." Holman is a recreation specialist with the Forest Service in Washington, D.C.

To offer greater accessibility to handicapped individuals, the Forest Service has equipped 346 of its campgrounds and picnic areas with curb ramps, redesigned toilet facilities, and completed other modifications. Access to more rugged, undeveloped areas is also being considered, and trails in these areas may be developed to accommodate specially modified wheelchairs, said Holman. He added that the best way to evaluate an idea or design modification "is to ask a handicapped person." And there's where **John Suhr** came in on one occasion.

A wheelchair user himself, Suhr is a personnel specialist working on the Nezperce National Forest near Grangeville, Idaho. On a recent inspection of the specially modified campground in the Nezperce, Suhr checked the heights of picnic tables and drinking fountains and the widths of paths and doorways to find out how easily he and other handicapped persons could use the modified facilities.

Holman noted that the original approach to developing facilities for the handicapped has changed from the agency's original intent. "At the outset, we thought we could best provide for them by setting up special facilities apart from those for nonhandicapped people. But we found they don't want to be segregated from physically able people."

Many modifications are easily made, Holman pointed out. For example, wide parking spaces help wheelchair

(cont'd on page 2)



Escorted by friends, these handicapped children can now enjoy the specially modified nature trail on the George Washington National Forest in Virginia. The trail is smooth and gently graded for wheelchair users and is flanked by safety rails where appropriate to prevent accidents. The trail is one of hundreds of recreation features on forests all across the country that the Forest Service has modified for greater accessibility to the handicapped.

(cont'd from page 1)

users get in and out of their cars more easily, and paved gradients over curbs help them leave the parking lot. Interpretive trails—affording learning experiences—have a gradient of less than five percent and a hard, wide, smooth surface. Benches, water fountains, and signs are also scaled to appropriate heights.

Blackwater Pond in the Shoshone National Forest outside of Cody, Wyo., is one of several types of recreational areas and campgrounds now fully accessible to the handicapped. The parking lot, picnic area, and fishing dock have been made convenient and safe. The dock has a foot rail to safeguard wheelchair users from going off the edge, and a 3-foot-high rail for them to lean on while fishing.

Holman noted that modifications are being made for people who are blind or deaf as well. For example, he said, the Forest Service provides blind persons with cassette players containing explanatory tapes, and has developed "braille trails" with signs printed in braille. Signs printed in extra large type are also provided for people with partial sight. Said Holman: "We've learned from the blind themselves that they especially enjoy trails left in as natural a state as possible. They want a challenging experience—not merely a tame one."

The agency assists deaf persons by using still more signs and other visual aids, and provides the mentally handicapped with information at their level of comprehension, Holman said. He added that Forest Service employees working

on interpretive trails for the handicapped were pleasantly surprised to discover that many physically able people also use these trails. Many claim that the trails offer the rare opportunity for them to use all their senses, making the experience more enjoyable and informative than conventional trails afford.

Interpretive trails are only one way to open up the outdoors to the handicapped, said Holman. They can also enjoy guided tours on rafts, canoeing, horseback riding, skiing, and snowshoeing. "By making such varied activities available to the handicapped," Holman said, "we're giving them a chance to enjoy their national forests to the fullest extent possible."

Story by Matt Mathes

USDA Again Celebrates Federal Women's Week

For the third consecutive year USDA's Federal Women's Program sponsored a Federal Women's Week event in the Washington, D.C. area. The event this year was held in the first week in May.

During the weeklong observance, the event featured a series of workshops, films, and exhibits concerning working women in the decade of the 80's. The time for the week this year was "Moving On Up—Getting It Done in '81."

Throughout the week, films shown on the historical, sociological, and psychological background and motivations of today's working women. A major feature of the week was a series of walk-in workshops on various topics ranging from Preparing an Effective SF-171 to Breaking the Mid/Senior Level Barriers, How Promotion Panels Operate, Career Counseling, Self-Assessment, Strengthening Your Professional Image, and Men and Women in the Workplace. In all, 18 different workshops were held.

Marjory Hart, federal women's program manager for USDA, ex-

plained that "the purpose of Federal Women's Week is to provide training opportunities for employees—especially women—which they may not otherwise get, and to raise the sensitivity and awareness of employees in general." She added that every year

the weeklong event attracts participation by more and more employees—particularly men. Hart said that for more information about the observance, employees should contact their agency's federal women's program manager.



At a pre-Federal Women's Week photo ceremony, Secretary Block discusses the annual weeklong event with some of the top-ranked women in the Department. Sponsored by the Federal Women's Program, the week is designed to emphasize women's role in USDA. With Secretary Block (from left to right) are Marjory Hart, federal women's program manager for USDA; Mary C. Jarratt, nominee for assistant secretary for food and consumer services; Joan S. Wallace, assistant secretary for administration; and Doris Thompson, deputy director of equal opportunity.

New Under Secretary Returns to USDA

Former USDA administrator **Seeley G. Lodwick**, who over the years had held various responsibilities in State and national agriculturally related organizations, has been confirmed as under secretary of agriculture for international affairs and commodity programs. He will oversee the activities of the Agricultural Stabilization and Conservation Service, Commodity Credit Corporation, Federal Crop Insurance Corporation, Foreign Agricultural Service, and the Office of International Corporation and Development.

During the past presidential campaign, Lodwick directed the farm and food division of the Reagan and Bush committee.

At the time of his appointment to USDA, Lodwick had served as Iowa administrator for Senator **Roger W. Jepsen**. From 1977 to 1979, he was an agricultural consultant and farm manager with special emphasis on grain production, handling, and marketing. From 1973 to February 1976, Lodwick was director of government relations for the American

Farm Bureau Federation. He then served as associate administrator of the Agricultural Stabilization and Conservation Service (ASCS).

In 1969 Lodwick arrived in Washington to become director of ASCS' conservation and land use division. He subsequently served as secretary of the Commodity Credit Corporation and as executive assistant to the ASCS administrator. Prior to arriving in Washington, Lodwick was an Iowa State senator, a farmer, and a farm manager.

Born in Evanston, Ill., Lodwick, 60, earned a degree in agricultural economics from Iowa State University, and then served with the First Marine Division during World War II. He is a member of the Food and Agricultural Committee of the U.S. Chamber of Commerce, the American Agricultural Economics Association, Soil Conservation Society of America, Iowa Farm Bureau Federation, and the American Society of Farm Managers and Rural Appraisers.



Seeley G. Lodwick has been confirmed as USDA's under secretary for international affairs and commodity programs. He will oversee the activities of five USDA agencies.

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

Lesher Named Chief Economist

William Lesher, a former chief economist on Capitol Hill, has been appointed assistant secretary for agricultural economics. He will oversee the operations of the Economics and Statistics Service, the World Food and Agricultural Outlook and Situation Board, and the Office of Budget, Planning and Evaluation.

With the Senate agriculture committee since 1978, Lesher, 35, was named chief economist for the committee in August 1980. In 1977 he was named agricultural legislative assistant for Senator **Richard G. Lugar**. From 1972 to 1977, Lesher did research and taught at Cornell University's

Department of Agricultural Economics, becoming an acting assistant professor in 1976.

From 1968 to 1970, he was a National Defense Education Act Fellow at Oregon State University's Department of Agricultural Economics, and then served in the U.S. Army until 1972.

A native of Logansport, Ind., Lesher received his bachelors degree from Purdue University, his master's degree from Oregon State University, and his doctorate in public policy analysis from Cornell University. He is the author or coauthor of numerous economic publications.



William Lesher was confirmed recently as USDA assistant secretary for economics, policy analysis and budget.

Keep Off The "Grass"

A plant by the proper-sounding name of "cannabis sativa" is growing batches of headaches across the Nation for Forest Service rangers.

Cannabis sativa isn't listed in most standard guides to regional flora. It grows under such aliases as "grass," "pot," "Mary Jane," and "marijuana," and Forest Service officials say its acreage in the national forests is rising at an alarming rate.

Like oldtime moonshiners, the people who till the plant do their work unseen in hard-to-reach places. Consequently, rangers are sharpening their abilities to identify it. **Bill Derr**, director of law enforcement for the agency's Pacific Southwest region, says he is "certain marijuana is being illegally cultivated in all 17 national forests in California. In the northern parts of the State," says Derr, "it has become big business." Derr notes that while many of the marijuana patches in the national forests consist of only a few dozen plants grown in small plots, some of the cultivated marijuana fields cover several acres and are irrigated by extensive systems of plastic pipe, reservoirs, and electric or gasoline-powered pumps. He added that many of these patches are protected by surveillance systems, and that some marijuana farmers employ armed guards.

"Even though the Forest Service knows the marijuana patches exist," said Derr, "finding them is difficult." Because marijuana fields usually are located in very remote areas of the forest, most discoveries of patches come about accidentally as a result of firefighting or timber-marking activities.

But Forest Service officials say that the problem is not confined to California. Special agent for the agency's 12-State southern region **Ray Moore** said: "It's safe to assume that marijuana is growing on every national forest in the region.

"Although it's not the Forest Service's responsibility to arrest marijuana farmers," Moore point-

ed out, "we are cooperating with State and local authorities in an effort to eradicate marijuana production from the national forests." But Moore noted that even when cooperating officials conduct a raid, it is virtually impossible to obtain a conviction unless the owner of the plants is caught in the act of cultivating the crop.

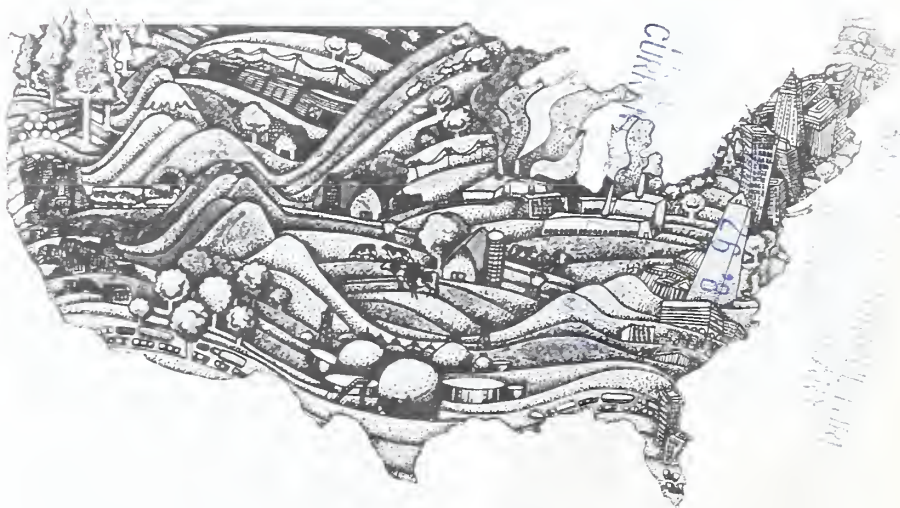
Derr and Moore both say they are concerned about the safety of national forest visitors and FS workers. They cite numerous instances of vandalism to logging equipment, intimidation of hikers and campers who happen on or near cultivation sites, and even threats against the lives of FS employees by marijuana farming suspects.

"Obviously," Derr said, "when individuals invest large sums of time and money in marijuana farming, they're not going to stand idly by while we spray herbicides or conduct timber sales that can conceivably wipe out their illegal operation. It's not inconceivable to me," said Derr, "that more overt violence, even murder, might be resorted to in order to protect multi-million-dollar investments in marijuana farming."

USDA authorities say the 190 million acres of national forest lands are available to the public for uses ranging from camping to cattle grazing. But they warn that raising marijuana crops is not on the approved list.

story by Jay Humphreys

Take Stock in America



BUY U.S. SAVINGS BONDS

Ag 844
Cp. 3

Our Defense Connection

USDA's Animal and Plant Health Inspection Service has personnel stationed all over the country to guard against the entry of anything that might harbor a foreign pest or disease of plants and animals. It also has employees stationed overseas.

One such individual is **Jim Kearney**, who is on assignment to Mannheim, Germany. Kearney serves as an advisor to the 42nd military police customs group on inspecting military cargo, equipment, and families' household goods—prior to their return to the United States—for items potentially harmful to U.S. agriculture. In this way, Defense personnel and cargo returning from overseas can bypass inspection at U.S. ports-of-entry and be spared expensive delays.

As advisor to the military command, Kearney travels all over Europe, through Turkey, Saudi Arabia, and part-way across the Atlantic to the Azores Islands explaining which agricultural items are allowed into the States, which are prohibited, and what pests and diseases are particularly worrisome.

Kearney has been in Germany since 1979. Except for temporary assignments in Europe, the North Pacific, and Vietnam, he has spent his entire career in North Carolina and Florida.

At his station on the Rhine River, Kearney chuckles: "A likely-sounding group, the 42d military police customs.

"I'm here in Mannheim with the 42d because the responsibility for coordinating and training U.S. military customs inspection people falls down through command channels right to this unit. The 42d's early responsibility was to



As USDA advisor to a U.S. military unit in Mannheim, Germany, Jim Kearney (left) displays for a military customs officer, a vial containing tiny snails. Kearney explained that though small, the snails as well as other pests, are potentially dangerous to U.S. agriculture. Employed by the Animal and Plant Health Inspection Service, Kearney is on assignment to help military personnel prevent the transporting of potentially harmful insects and diseases with cargo shipped to the United States.

work with German customs right after the end of the Second World War. The fellows here still work with German customs today.

"But now, the Pentagon has called on all military services worldwide to police themselves with respect to cargo and personnel returning to the States. Defense is really trying to satisfy all border clearance agencies' requirements."

Last August, Kearney said he was joined by three of his colleagues from the States—**Dick White** from Tampa, **Bob Berninger** from New York City, and **Frank Formicella** from Miami—to help out with an annual event. The event was a large-scale war games exercise which ran for a month starting the middle of last September.

Dubbed REFORGER (for "Return the Forces to Germany"), the event happens to be Kearney's busiest time of the year.

In gearing up for the exercise, Kearney visited some 200 offices throughout Europe that planned to send military customs officers to Germany to help clean up the U.S. troops and equipment and send them home again.

Kearney's job, and that of his colleagues, was to provide last-minute training to the customs officers, and to supervise the cleaning of all military equipment.

No small task, the cleanup after the exercise involved over 1,300 tanks, jeeps, and other vehicles that had been shipped from the

(cont'd on page 2)

United States for the exercise. After they had been thoroughly washed down, the vehicles were shipped by rail to the port of Bremerhaven, where they were reloaded onto two large ships for return to the States.

Meanwhile, all 15,000 American troops who had been stomping around northern Germany had to be flown back to the States. The soldiers were forbidden to bring back any meats, fruits, or other agricultural items, and had to undergo an examination before boarding the 181 flights scheduled for their return. "That included all their baggage and military equipment," Kearney said, "so that once they got on the plane, they were home-free."

Kearney said he first remembers talking about a USDA advisory position with the military in 1955 or 1956 with S.W. "Red" Luke, who is now retired and living in Manassas, Va. At the time, Kearney said, "The Air Force was heavily committed to bomb training missions and emergency standby flights in the Mediterranean. Flights from that part of the world led to the first interceptions of land snails in the bomb bay of a high altitude jet aircraft. It now turns out that Mr. Luke and I were 20 years ahead of our time."

In North Carolina some years later, Kearney's military involvement deepened. "This time it was with the Marines at Camp LeJeune. Agriculture was asked to help when snails and other infestations were forcing the Marines to fumigate a lot of their equipment returning from the Mediterranean—at great expense.

"Agriculture's response was to train the Marines to help themselves by cleaning up before returning Stateside. The Navy and Marines cooperated on a training program and virtually eliminated the costly fumigation procedures. That program is still in effect today."

During the Vietnam war, Kearney said, another problem cropped up. Ports in California were stacking up with cargo from Vietnam that

OPEDA Seeks Professional of the Year

To paraphrase an old military slogan, the Organization of Professional Employees of the Department of Agriculture (OPEDA) is looking for a few good people.

The organization is seeking nominations for its 1981 Professional of the Year Award. The award is presented annually to the USDA-employed OPEDA member who best exemplifies professional public service.

Nominees for the award must be currently employed by USDA as well as members of OPEDA. They will be judged according to such factors as—

- accomplishments which benefit large numbers of people
- actions which preserve or better use the Nation's natural resources
- cost-conscious professionalism which improves program results and encourages similar response in associates
- improvement in professional capability through study and training during employment,
- activity in OPEDA and other professional organizations.

had to be quarantined. A border clearance advisor was sent to Danang, but was sent home early because of "hostile activities." So Kearney flew over to replace him.

After Vietnam, USDA got a call from the Air Force for help in Okinawa. "In Okinawa," Kearney said, "I was able to plan, organize, and train 'military quarantine inspectors' and direct their activities on my own."

Kearney said that probably the biggest accomplishment of the military pre-clearance program is the awareness created "of problems at points where preventative action can be performed.

"For example, grassy areas are known to harbor high snail populations, and cargo placed on the ground for only a brief time can immediately become infested.

OPEDA urges all chapters and individual members to nominate outstanding professionals for the 1981 award. Nominations are due no later than August 10, 1981, and should be sent to OPEDA, P. O. Box 381, Washington, D.C. 20044. The award will be presented at the organization's annual meeting to be held October 4-7 in College Park, Md.

Winner of the 1980 OPEDA Professional of the Year Award was **Charles H. Harper**, an area conservationist in Ozark, Ala., for the Soil Conservation Service.

Excerpted from a recent issue of the *Federal Employee's News Digest*:

"In 1952 there were 16.3 federal employees per 1,000 population in the United States. Since then the figure has gradually decreased. For the coming fiscal year there will be only 12.4 federal employees per 1,000 population. This is a most impressive and dramatic drop over the past 30 years. . ."

This is easily avoided by making sure boxes are placed on hard stands. This goes for military families' household goods, too. Very few people try to smuggle in agricultural items.

"The bottom line is we have enough agricultural problems of our own. We must leave those of Europe in Europe."

To the question of whether U.S. forces in Europe are sympathetic to USDA's cause, Kearney said, "Positively. I've had fantastic cooperation—really far better than I'd ever dreamed. Throughout Europe, the military has never failed to do anything we've requested.

"I'm convinced that the military establishment is committed to help defend our Nation's agriculture against its enemies in addition to their more obvious defense commitments." □

Class of '82

With graduation only weeks away for the first group of candidates, the Office of Personnel announces that 49 more USDA employees have been selected for training for possible entry into the Senior Executive Service (SES). They have been chosen to participate in the SES Candidate Development Program.

Created by the Department, the program provides 18 months of intensive training for employees at the GS-15 level who, by their performances, have demonstrated high potential for assuming executive responsibilities. The program includes formal courses, seminars, individual development activities, and program projects. While participating in the program, the candidates will continue to perform their regularly assigned duties.

The new candidates are:

Richard Allen, ESS

David Anderson, FS
Richard Bachman, SEA
Michael Barton, FS
Donald Basinger, SCS

Robert Bohall, ESS
George Braley, FNS

Michael Christensen, SEA

Elizabeth Davis, SEA

Gary Evans, SEA

Maurice Frere, SEA

Herman Habermann, FS
Richard Hadsell, O&F
Rube Harrington, Jr., APHIS
Thomas Heath, REA
William Hudnall, FSQS

Richard Kear, FmHA
Philip Kerney, SEA
Marvin Konyha, SEA

Samuel Ladd, APHIS
George Leonard, FS
Ronald Lindmark, FS

Gary Margheim, SCS
Wilda Martinez, SEA
Richard Murrmann, SEA
Frank Myers, APHIS

Judy Neibrief, FSQS
Robert Nelson, FS
Daniel Niffenegger, SEA

James Overbay, FS

Charles Philpot, FS

Stanley Prochaska, OGPA

Carlton Ranney, SEA
George Robertson, APHIS
James Ross, FAS

Herbert Scurlock, FNS
Robert Shaw, SCS
Peter Smith, OEQ
Albert Sullivan, SCS

Howard Tankersley, SCS
Alice Tennies, ESS
James Torrence, FS
Fred Traeger, FAS
David Trask, FS

Peter van Schaik, SEA

Bryant Wadsworth, FAS
James Webb, Jr., FS
Robert Williamson, FS
Saul Wilson, APHIS

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor



Not one to let grass grow under his feet, Secretary Block jogs about 7 to 8 miles a day, seven days a week. The Secretary says that jogging helps him relax and relieves some of the day-to-day tensions. The jogging and conditioning have also enabled him to qualify for two years running for the



Boston Marathon. This year, the Secretary covered the 26-mile distance in a little over 3 hours (3 hours, 6 minutes, 49 seconds to be exact) to better his previous time by nearly 10 minutes. After competing in the event, the Secretary arrived back at work (right photo) and crossed the "finish line."

Putting on the Dog

Dogs are more than man's best friends. They're valuable helpmates to agriculture, too.

For nearly two years, the Animal and Plant Health Inspection Service has been using dogs as an aid to agriculture to sniff out illegally imported meat at U.S. mailing facilities. Purpose of the detection system is to prevent the entry into this country of agriculturally damaging insects and disease-bearing agents. APHIS said that with widespread use, the system could give U.S. livestock extra protection against such deadly infections as African swine fever and foot-and-mouth disease.

While pleased with the new detection system, APHIS noted that use of detector dogs is not new. U.S. Customs, the agency acknowledged, has been using dogs for years to uncover narcotics and other illegal products. And in Mexico City, it said, a dog detection system is being used for both hand-carried and checked luggage.

Recognizing the dogs' potential for aiding APHIS, **Gary Snyder** and APHIS liaison officer **Jack Mahaney**, who works at Customs' headquarters in Washington, D.C., arranged for APHIS inspectors to attend a 12-week training

course at Customs' Detector Dog Training Center in Front Royal, Va. There, the inspectors are trained in handling dogs that have demonstrated ability to sniff out and alert their handlers to packages containing meat.

"Most of our dogs," explained Snyder, who is chief staff officer for APHIS' port operations development in Hyattsville, Md., "come from animal shelters in California because there's such an abundance of homeless animals in that State. Most of them are mixed breeds, but many are registered pets that were abandoned by their owners." In selecting dogs for APHIS, Snyder said, an employee visits the animal shelters regularly and tests those dogs which show potential for APHIS' purposes. Dogs that show great promise are then shipped to the Front Royal training center, where they are assigned to APHIS inspectors.

Bob Duryea, who monitored the pilot project at a mailing facility in Secaucus, N.J., said "not all dogs can cut the mustard at the training facility." But many do, he said, and later prove themselves worthy "employees." Duryea said that because the atmosphere of a real "on-the-job" assignment is con-

siderably different from what the dogs experienced during training "many are understandably skittish at first. But they usually adjust quickly."

APHIS said it is expanding its program to have dogs trained in detecting fruit as well as meat. "We'd like to add several teams," Snyder said, "and assign them to all major airports and mail facilities throughout the country."

Snyder said that four new dogs are already on the alert for certain fruits, as well as for meat, in travelers' checked baggage at New York's John F. Kennedy Airport and at Los Angeles International Airport. The dogs and their handlers--**Jim Black** and **Jim Webber** at Los Angeles and **Howard Berman** and **Judy Simon** at JFK—monitor baggage on delivery belts outside the terminal buildings. Any suitcases brought in from a cargo hatch that the dogs sniff "positive" are marked to alert inspectors inside.

Snyder said that APHIS is also looking into the possibility of using smaller, unobtrusive dogs to inspect hand-carried luggage. "Unlike Customs, where it's necessary to sort of sneak up on people suspected of trying to smuggle in illegal items, APHIS would advertise its use of dogs in sniffing hand-carried luggage to deter people from trying to conceal products that could potentially threaten this Nation's agriculture."

Snyder added that any doubts about the dogs' keen sense of smell vanished recently when a performance test team, visiting a mailing facility in Oakland, Calif., observed as some dogs furiously attacked an innocent-looking container labeled canned fruit. The inspectors were surprised because all the dogs' previous training had involved paper cartons and not heavy aluminum cans. Nevertheless, the inspectors opened a sample can. Inside they found a pork product from an Asian country where African swine fever is widespread. □



At a New Jersey postal facility, USDA inspector Salvador Velez (left) and his "helpmate" Benji work side by side under a pilot project conducted by the Animal and Plant Health Inspection Service. The project uses dogs to intercept potentially harmful foreign insects and diseases. Benji proved his competence by alerting Velez to cartons containing meat or meat by-products. Today, four more inspector and dog teams are in operation, and three more are in training.

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vol 2

1981 HONOR ROLL

Sixty-two employees in 27 States, 3 foreign countries, and the District of Columbia received USDA's top honors this year at the 35th Annual Honor Awards ceremony. The ceremony was held in the Departmental Auditorium in the Nation's Capital.

Seven of the employees and two units received the Department's highest honor—the Distinguished Service Award—while 55 employees and 14 units received the Department's second highest honor. The second highest honor is the Superior Service Award.

Presented over the years by Presidents, Vice Presidents, and

other high officials, the awards are given annually to employees whose achievements have contributed significantly to increased effectiveness of Department programs or to improved efficiency of office operations. All USDA employees are eligible to be nominated for the awards.

In commending this year's winners, Secretary Block said: "I am proud to be associated with a Department that has such dedicated, skillful, and resourceful individuals.

"Your achievements—as well as those of others in the industry—have helped maintain U.S. agricul-

ture as one of the Nation's greatest assets. No other industry in the country makes an equal contribution to our national welfare.

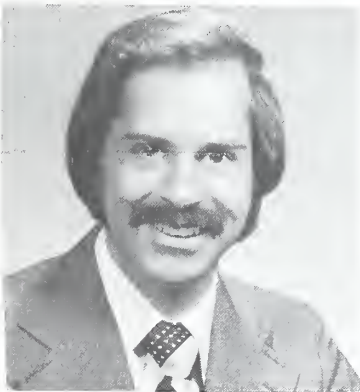
"The achievements of USDA workers over the years have also enabled this Department to rank consistently among the leading agencies of government in terms of program efficiency and overall public service.

"It is gratifying to know that there is in USDA a system for recognizing the accomplishments of outstanding employees. . ."

This year's winners are:

DISTINGUISHED SERVICE AWARDS

Education and Information



C. Allen Bock, professor and Extension specialist, CES; Urbana, Ill.

For outstanding leadership in developing and implementing an innovative, nationwide income tax education program that has a significant impact on over 6 million American taxpayers annually.



Jane B. Davidson, home economics Extension agent, CES; Winston-Salem, N.C.

For initiating and skillfully developing innovative programs to improve the lives of the hearing impaired and other physically handicapped people.

Emergency Preparedness



Ronald E. Shavlik, district conservationist, SCS; Kelso, Wash.

For excellence in supervising and organizing the assessment and rehabilitation of damage caused by the Mount St. Helen's volcanic eruption.

(cont'd on page 2)

Distinguished Service Awards (Cont'd)
International Agricultural Affairs



Saul T. Wilson, Jr., project manager and senior technical advisor, APHIS; Santo Domingo, Dominican Republic

For providing technical, economic, and sociological advice to the government of the Dominican Republic enabling it to eradicate African swine fever.

Management Effectiveness and Improvement



Warren C. Shaw, national research program leader, SEA; Beltsville, Md.

For leadership and contributions to agriculture in developing weed control and agricultural technology and weed science research resulting in improved production and lower cost of food and fiber.

DISTINGUISHED GROUP ACHIEVEMENT

Scientific Research

Citrus Insects Laboratory and Citrus Insect Research Unit, U.S. Horticultural Research Laboratory, SEA; Weslaco, Tex.

For outstanding service in developing procedures for rearing citrus blackfly parasites demon-

Scientific Research



Roger L. Tuomi, research general engineer, FS; Madison, Wis.

For conceiving and developing the Truss-Framed System of wood construction that will provide high quality, economical residential and light commercial structures.

Scientific Research (Cont'd)



Virgil A. Johnson, research agronomist, SEA; Lincoln, Neb.

For research on breeding wheat for nutrition and yield that has improved wheat as a worldwide food source.

strating the feasibility of biological control of citrus blackflies.

Trickle Ammonia Research Team, SEA; Peoria, Ill.

For the discovery and development of the Trickle Ammonia Process to save fuel, maintain feed safety, and reduce costs in drying wet corn.

SUPERIOR SERVICE AWARDS

Agricultural Economic Development

Patrick M. O'Brien, ESS; Washington, D.C.

Education and Information

Lynn A. Betts, SCS; Des Moines, Iowa

Jane A. Scherer, CES; Urbana, Ill.

Janice Weber, CES; Corvallis, Ore.

Energy Conservation

Homer H. Logan, SCS; Fort Worth, Tex.

Environment and Natural Resource Protection

Phillip Alampi, NASDA; Trenton, N.J.

Charles D. Baker, SCS; Clintwood, Va.

Ralph F. Mumme, FS; Elkins, W. Va.

Edmund A. Naphan, SCS; Reno, Nev.

Robert O. Rehfeld, FS; Duluth, Minn.

Gerald W. Root, SCS; Washington, D.C.

Robert D. Tokarczyk, FS; Vancouver, Wash.

David F. Young, Jr., CES; Mississippi State, Miss.

Steve Yurich, FS; Milwaukee, Wis.

Equal Employment Opportunity and Civil Rights

Robert W. Bohall, ESS; Washington, D.C.

Charles L. McFadin, FS; Covelo, Calif.

Food Assistance

Charles C. Kirby, FNS; Atlanta, Ga.

Heroic Action

Domingo C. Benavides, Jr., FSQS; San Antonio, Tex.

Heroic Action (Cont'd)

Kent K. Rethlake, FS; Alpine, Ariz.

International Agricultural Affairs

Robert I. Ayling, OICD; Washington, D.C.

William L. Davis, FAS; Beijing, People's Republic of China

Charles K. Laurent, OICD; Washington, D.C.

Charles Y. Liu, ESS; Washington, D.C.

Donald J. Novotny, FAS; Washington, D.C.

Management Effectiveness and Improvement

Audrey J. Cheadle, APHIS; Hyattsville, Md.

Ernest L. Corley, SEA; Beltsville, Md.

Dean F. Davis, SEA; Gainesville, Fla.

Harold G. Franklin, O&F; Washington, D.C.

James W. Grimes, OIG; Atlanta, Ga.

Mary F. Heard and **Gary A. Tucker**, OIG; Hyattsville, Md.

Maurice Peace, FS; Atlanta, Ga.

Edward H. Sautter, SCS; Storrs, Conn.

Edwin A. Thomas, APHIS; Frederick, Md.

Marketing and Consumer Services

Eldon Brooks, OT; Washington, D.C., and **John E. Montel**, FAS; Mexico City, Mexico

Edith A. Christensen, FGIS; Washington, D.C.

Phil B. McFall, AMS; St. Joseph, Mo.

Guy E. Morgan, Jr., FGIS; Baltimore, Md.

Rural Community Development

Rollin M. Dennistoun, NASDA; St. Paul, Minn.

Robert N. Morehouse, SCS; Littleton, Mass.

S. Porter Smith, CES; Romney, W. Va.

Brenda L. Sperry, FmHA; Presque Isle, Maine

Donald W. Thomas, SCS; Mt. Sterling, Ill.

Scientific Research

Edward W. Baker, SEA; Beltsville, Md.

Roy E. Benson, and **Vance C. Setterholm**, FS; Madison, Wis.

Eugene E. Killion, NASDA; Paris, Ill.

Jacqueline L. Robertson, FS; Berkeley, Calif.

Richard C. Rothermel, FS; Missoula, Mont.

Wayne T. Swank, FS; Asheville, N.C.

SUPPORT PERSONNEL

Agricultural Economic Development

Jewell L. Tolliver, ESS; Washington, D.C.

Marketing and Consumer Services

Donna M. Lupo, AMS; Everett, Mass.

Management Effectiveness and Improvement

Sharon W. Berry, SEA; Washington, D.C.

Catherine M. Corley, FSQS; Philadelphia, Pa.

SUPERIOR GROUP ACHIEVEMENT

Emergency Preparedness

Grant County ASCS Office, ASCS; Ephrata, Wash.

Energy Conservation

Program Support Staff, FmHA; Raleigh, N.C.

Environment and Natural Resource Protection

Boll Weevil Eradication Unit, APHIS; Raleigh, N.C.

Delaware County Committee and Office Staff, ASCS; Walton, N.Y.

Latin American Region, APHIS; Monterrey, Mexico

Marble-Cone Fire Rehabilitation Team, FS; King City, Calif.

Screwworm Eradication Team, APHIS; Washington, D.C.

Management Effectiveness and Improvement

Idaho State Office Word Processing Staff, FmHA; Boise, Idaho

National Soil Survey Laboratory, SCS; Lincoln, Neb.

OIG Audit Team—Puerto Rico Food Stamp Program, OIG; Hyattsville, Md.

SCS Special Examining Unit, SCS; Lanham, Md.

Rural Community Development

Shelby Office Staff, FmHA, Shelby, N.C.

Scientific Research

Nutrition, Sterility and Quality Control Research Unit and Mass Rearing Engineering Research Unit of SEA and Methods Development Unit of APHIS, SEA; Mississippi State, Miss.

SEA Nonpoint Source Pollution Modeling Team, SEA; Tifton, Ga.

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USDA Vol. 40, No. 11, June 3, 1981
Milton Sloane, Editor
Sharon Edwards, Assistant Editor

Winners of Major Non-USDA Awards

PRESIDENT'S AWARD FOR DISTINGUISHED SERVICE

Glenn W. Burton, research leader, Forage and Turf Research, SEA; Tifton, Ga.

For his outstanding contributions to the productivity of grasslands that have saved untold thousands from malnutrition or starvation.



John E. Ford

Block Names Deputy Asst. Secretary

Secretary Block has appointed **John E. Ford**, a veteran employee with USDA, to be deputy assistant secretary for marketing and transportation services. Ford will serve as deputy to assistant secretary **C.W. McMillan**, who oversees the Agricultural Cooperative Service, Agricultural Marketing Service, Animal and Plant Health Inspection Service, Federal Grain Inspection Service, Food Safety and Quality Service, and the Office of Transportation.

A native of Lubbock, Tex., Ford was raised on his family's ranch in the Texas Panhandle, and has worked for USDA for the past 8 years. From 1973 to 1978, Ford was an attorney with the Office of the General Counsel, and from 1978 until his latest appointment he was an assistant to the deputy administrator of the Packers and Stockyards program.

In 1968, Ford earned a bachelor's degree in economics and government from the University of Texas, Austin, and in 1972, received a doctor of jurisprudence degree from the University of Texas School of Law.

PRESIDENTIAL RECOGNITION

The following USDA employees have received agency awards and Presidential recognition for their

suggestions and special achievements which have produced tangible benefits of \$5,000 or more:

<i>Name</i>	<i>Headquarters</i>	<i>Agency</i>	<i>Category</i>
Joanne B. Brundrett	New Orleans, La.	O&F	Cost Reduction
John L. Coker	Temple, Tex.	SCS	Cost Reduction
Salmen A. Crawford, Jr.	New Orleans, La.	O&F	Cost Reduction
Joan A. DiGiovanni	New Orleans, La.	O&F	Cost Reduction
Paul C. Gordon	New Orleans, La.	O&F	Cost Reduction
Lester L. Hansen	Davis, Calif.	SCS	Cost Reduction
Jacqueline S. Jacomine	New Orleans, La.	O&F	Cost Reduction
Jean A. Stephenson	Arlington, Va.	FS	Cost Reduction
Leroy E. Werchan	Temple, Tex.	SCS	Cost Reduction

Fitzpatrick Heads Transportation Unit

Martin F. Fitzpatrick, a former Congressional aide, has been named director of the Office of Transportation (OT).

The agency develops USDA's transportation policies, and concentrates on solving some of the major transportation issues facing agricultural and rural areas. OT also provides technical assistance, information, and economic analyses to agricultural producers, shippers, and carriers, and administers research and programs designed to improve agricultural marketing.

Prior to coming to USDA, Fitzpatrick, 28, served as a staff assistant to Sen. Roger Jepsen. Fitzpatrick joined the Senator's staff in January 1979, as legislative director and assistant for agricultural committee work. He organized transportation hearings in Iowa, and helped establish the Iowa-Houston Grain Transportation Committee to facilitate shipment of grain to export ports.

From 1977 to 1979, Fitzpatrick was organizational director for the Republican Party of Virginia, and before that he was on the staff of Congressman George O'Brien, focusing on agricultural matters.

A native of Joliet, Ill., Fitzpatrick attended Drake University, where



Martin F. Fitzpatrick

he majored in public policy management and was selected for inclusion in "Who's Who in American Universities."

JUL 13 '81

June is for Savings Bonds--and You

PRELIMINARY EDITION
CURRENT SERIAL RECORDS



At a rally held in Jefferson Auditorium in downtown Washington to kick off U.S. Savings Bond Month in USDA, Claude Gifford (right in above photo) introduced U.S. Treasurer Angela "Bay" Buchanan who was escorted by USDA's Woodsy Owl and Smokey Bear. Gifford is acting assistant secretary for governmental and public affairs in Agriculture and coordinator for this year's Savings Bond Month in June. After participating in the rally, Buchanan, whose signature will soon be appearing on U.S. currency, presented certificates (below) to her two friends naming them honorary chairpersons in promoting the 1981 Savings Bonds campaign.



What can U.S. Savings Bonds do for you? That's a question you as an employee of the Department of Agriculture should be asking yourself this month, because June is U.S. Savings Bond Month in USDA. At a Savings Bonds rally held recently in the Nation's Capital, Deputy Secretary **Richard Lyng** told employees that both he and Secretary Block heartily endorse a monthlong campaign for bonds and that they wanted it to be a success.

Lyng said that the real success of the campaign would be measured not only in terms of increased bond sales, but more importantly in how employees used the bond savings program to their best advantage. Noting that bonds do help the government--and the Department of Agriculture--Lyng emphasized that they offer individuals a regular savings program important to good personal money management. Lyng further encouraged employees to make June a time to look at their own money management and to see how bonds can best fit into developing a sound regular savings program.

Coordinator for savings bond month in USDA **Claude Gifford** outlined for employees the advantages to buying U.S. Savings Bonds. Some advantages are:

- Bonds are flexible. Allotments may be increased, decreased, or cancelled at any time by an employee with no penalty.
- Bonds are automatic and regular. The savings plan offers built-in discipline and guarantees that the amount of money designated will be saved automatically.
- Bonds offer higher, graduated interest. When held to the maturity

(cont'd on page 3)

Three Assistant Secretaries Confirmed

Former USDA administrator **Frank W. Naylor, Jr.** has been confirmed by the U.S. Senate as under secretary of agriculture for small community and rural development. He will oversee the activities of the Farmers Home Administration and the Rural Electrification Administration.

Naylor, who worked for USDA on two previous occasions, had been since 1976 senior vice president of the 11th Farm Credit District in Sacramento, Calif. In that post, he was responsible for the administrative operations and services for three banking corporations serving a five-State area.



Frank W. Naylor, Jr.

Naylor began his Washington career in 1969 as deputy administrator of USDA's Federal Crop Insurance Corporation. In 1972 he moved on to the Veterans Administration as executive assistant to the administrator. From 1973 to 1976, he was associate administrator and administrator of the Farmers Home Administration. Before arriving in Washington, Naylor was staff manager of the Metropolitan Life Insurance Company in Kansas City, Mo.

A graduate of the University of Kansas, Naylor has held leadership posts in several organizations, including the Chamber of Commerce and veterans and community service groups. He served on active duty in Vietnam and was awarded the Navy Commendation Medal for combat.



John B. Crowell, Jr.

John B. Crowell, Jr., former general counsel to the Louisiana-Pacific Corporation, has been named assistant secretary of agriculture for natural resources and environment. He will oversee the activities of the Forest Service, Office of Environmental Quality, and the Soil Conservation Service.

Since 1972, Crowell had been general counsel to Louisiana-Pacific in Portland, Ore., and from 1959 to 1972 was an attorney for the Georgia-Pacific Corporation, also in Portland.

From 1957 to 1959, Crowell was a law clerk to a U.S. Court of Appeals judge for the Third Circuit. From 1952 to 1954, he was a commissioned officer on a Pacific fleet ammunition ship of the U.S. Navy.

Crowell, 51, is a graduate of Dartmouth College and the Harvard Law School, and is a member of the American Bar Association. He is also a member of the New Jersey and Oregon bars.

Mary C. Jarratt, a former staff member on Capitol Hill, has been confirmed as assistant secretary for food and consumer services. She will oversee the activities of the Food and Nutrition Service.

From February 1975 to her USDA appointment, Jarratt was a staff member to the House committee on agriculture, having been named the first woman to professional status in the 130-year history of the committee. She was assigned to the subcommittee on domestic marketing, consumer relations, and nutrition.

In her tenure with the agriculture committee, Jarratt developed an expertise in consumer nutrition issues and the Food Stamp Program. She also served as a staff member of the special House



Mary C. Jarratt

committee on welfare reform during the 95th Congress.

In the eight years prior to joining the House agriculture committee staff, Jarratt was executive secretary to Congressman **Richard H. Poff** and then to **William R. Haley**, a member of the National Transportation Safety Board. From 1966 to 1967, she was an assistant to **Raymond G. Bauer** at the Harvard Graduate School of Business Administration in Boston, Mass.

A native Virginian, Jarratt was named Virginia's State 4-H Alumni Achievement winner in 1978, and a National 4-H Alumni Achievement winner in 1980. Jarratt, a graduate of the Katharine Gibbs School in Boston, holds a bachelor of arts degree from Mary Baldwin College.

Barnes Becomes Top Lawyer

A. James Barnes, who until recently was a member of a Washington, D.C., law firm, has been confirmed as general counsel for USDA. He was confirmed by the full Senate at the recommendation of the Senate agriculture committee.

From 1975 until his appointment, Barnes was a member of the law firm of Beveridge, Fairbanks and Diamond. He was also an adjunct professor at Georgetown University's School of Business Administration.

From 1967 to 1969, Barnes was an assistant professor at Indiana University. In 1969-70, he was a trial attorney and special assistant at the U.S. Justice Department. From 1970 to 1973, he was assistant to the administrator of the U.S. Environmental Protection Agency, and in 1973 was assistant to the Justice Department's deputy attorney general. In 1974, Barnes was campaign manager for Michigan Governor William G. Milliken.

A native of Napoleon, Ohio, Barnes, 38, is the author or coauthor of three books on law, and a member of the Indiana and District of Columbia bar associations. He graduated with high honors from Michigan State University in 1964 and cum laude from Harvard Law School in 1967. While at Harvard, he won the Williston Drafting Competition, and at Indiana University received the distinguished teaching award given by the class of 1969.



A. James Barnes

No. . .Thanks

Rarely does a borrower write a letter of appreciation after having an application turned down. But that's exactly what happened in the State of Illinois.

The vice president of a leading farm equipment manufacturing company thanked the Farmers Home Administration after FmHA had rejected the company's loan guarantee request. FmHA noted that the land on which the company planned to build a new dealership was prime farmland. The agency made that determination using standards developed by the Soil Conservation Service.

When told the reason for the rejection, the company wrote, "We are in total agreement that agricultural prime land in Illinois is of vital importance and that Farmers Home resource management policy should be recognized." It then noted that future dealerships would be established, if at all possible, in industrial development areas.

(cont'd from page 1)

ty of 8 years, bonds earn interest at 9 percent--a higher rate than for other small savings programs over that period.

- Bonds are safe. Interest rates are guaranteed, and bonds will be replaced without charge if stolen, lost, or destroyed.

- Bonds carry several tax advantages. Purchasers pay no state or local income taxes, and federal income taxes on interest earnings can be deferred until the bonds are cashed in or final maturity is called. And if bonds are held until after retirement, the income tax rate will also be lower.

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Milton Sloane, Editor

Sharon Edwards, Assistant Editor



Highlighting the observance of Asian Pacific American Heritage Week in USDA was an address by Congressman Norman Mineta (Calif.) to employees in downtown Washington, D.C. Mineta recalled some of the problems faced by early Asian immigrants and noted the contributions they made in the development of the United States. Not only a legislator but a member of the Asian Pacific American community, Mineta was a co-sponsor of the 1977 resolution authorizing the President to establish Asian Pacific American Heritage Week in May. Also participating in the weeklong commemoration was USDA deputy secretary Richard Lyng (in background).

Food for Tomorrow

Helping to safeguard and improve parent plant materials to assure an adequate food supply for generations--that's one mission of USDA's Science and Education Administration. Through its four regional plant introduction and testing stations and the national seed storage laboratory, SEA already maintains a national system to preserve germplasm of plants propagated from seed.

Now in Corvallis, Ore., SEA's new Northwest Plant Germplasm Repository has been dedicated. This repository will provide a major source of germplasm needed to develop improved varieties of fruit and nut plants that must be propagated vegetatively. It is the first to be completed in what will eventually be a system of 12 such repositories throughout the country.

Germplasm is the hereditary materials scientists use to breed superior plants. These efforts result in new varieties that resist insects and diseases, are more tolerant of adverse environmental stresses, and have other traits desirable for sustained high yields.

"Higher yielding crop plants are one of our best hopes for meeting the food needs of a growing world population," Secretary Block said. He noted that the opening of the facility "is another milestone toward assuring an adequate food supply for present and future generations."

The germplasm, consisting mostly of whole plants, will be made available to agricultural scientists doing research for the Department, State agricultural experiment stations, and industry throughout the country. To the extent possible, said Block, germplasm materials will also be made available to researchers and plant breeders in other countries.

"Much valuable germplasm has been lost," Block noted, "because there was no nationally coordinated system for preserving breeding materials." He added that the national repository system will help remove some of the pressures of



H C Cox (left) examines some of the first plant material to arrive at USDA's new Northwest Germplasm Repository in Corvallis, Ore., while Otto Jahn (far right) conducts a tour to explain the operation of the new facility to visitors. Cox is western regional administrator for the Science and Education Administration, and Jahn is curator of the repository. The repository is the first of a network of 12 such facilities which will be constructed nationwide and will be used to develop improved varieties of fruit and nut plants.

budget reductions or major program redirection decisions that from time to time may affect individual agencies or institutions involved in plant breeding.

The \$1.8 million repository will be operated cooperatively by SEA and Oregon State University. It will house the sole national collection of small fruits, such as strawberries, blackberries, goose-

berries, and raspberries. The facility will also maintain varieties of pear and filbert trees, as well as hops and mint. The structure, contained within nearly 4 acres, includes greenhouses, screenhouses, and other areas for maintaining plants, as well as a main building with laboratories, a library, office space, and a conference room.

In another action related to plant research, the Science and Education Administration recently announced that it has established an annual lectureship to commemorate the life and work of former USDA scientist **Dr. Sterling Hendricks** (1902-1981). The commemorative effort will be known as the Sterling Hendricks Memorial Lectureship, and will consist of a series of lectures to be held around the country.

In establishing the memorial, SEA noted that Dr. Hendrick's research brought about a better understanding of the behavior of plants growing in soils of different structure and nutrient content, and the mechanism involved in plant responses to their environment. Dr. Hendricks was also noted for his research on the synthesis of waxes and rubber in plants, the control of plant growth by light, and other aspects of the chemistry of plant life.

Over a 40-year period, SEA said, Dr. Hendricks earned a number of honors, including the USDA Distinguished Service Award in 1952, the President's Award for Distinguished Civilian Service in 1958, and the National Medal of Sciences in 1976.

SEA said the Hendricks memorial is the fourth in a series of lectures it has created, which include the W. O. Atwater Lecture, the B. Y. Morrison Lecture, and the S. A. Knapp Lecture.

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Vol. 3

USDA Inspects Mennonite Meats, Too

Horse drawn buggies as well as pickup trucks surround a farm in the picturesque community of Shenandoah Valley, Va.

Volunteers fill the large utility shed, each bringing something needed for the business at hand—canning meat for shipment to refugees and disaster victims. It's the 7th annual Harrisonburg Mennonite canning operation, and the whole Mennonite community is taking part—along with USDA meat inspector **Don Martz**.

Martz is one of more than 8,000 Food Safety and Quality Service inspectors stationed in meat and poultry plants across the country to assure that meat and poultry products are safe, wholesome, and truthfully labeled.

"We've extended USDA's consumer protection responsibility to the Mennonites' food processing and distribution activities," said Martz. "Their efforts are part of the Mennonite Church's pledge to help refugees of conflicts and disaster victims around the world with food, clothing, and bedding." Martz noted that the Mennonites have been canning food as part of this effort for years. Today, they have a traveling meat canner who operates from a tractor-trailer rig and who visits communities around the country for six months each year.

Martz, who lives and works in the Harrisonburg region of western Virginia, is normally assigned to inspect the daily operations of four meat and poultry plants in his area to insure that they comply with federal meat and poultry regulations. The Mennonite relief effort is a special assignment.

"The Mennonites have to meet the same federal standards with

(cont'd on page 4)



On a special assignment in Shenandoah Valley, Va., USDA inspector Don Martz (wearing hard hat) supervised a Mennonite meat canning project on a farm in Harrisonburg. Here, Martz watches as volunteers trim the beef to be canned.

Plane Crash Kills Four Forest Service Workers

In a tragic twist of events, a veteran aviation safety inspector and three other USDA employees were killed in May when their Forest Service plane crashed after takeoff near Redding, Calif. The men were enroute to Chico, Calif., to inspect the safety mechanisms of an air tanker.

Forest Service information officer **John Belluardo**, of the agency's Pacific Southwest region, said that shortly after takeoff, the twin-engine plane plunged into the Northern California Service

Center Building, killing all four people on board. Equipment stored in the building for northern California Forest Service firefighters was destroyed. Killed in the crash were **Roscoe Bertolucci**, 58, aviation safety inspector; pilot **Larry Pettibone**, 41; **George Mendel**, 54, fire management officer on the Shasta-Trinity National Forest; and **Joseph Hohl**, 49, a Forest Service electronics technician.

The cause of the crash, Belluardo added, is still being investigated.

More USDA Appointments Announced

USDA veteran economist **J. Dawson Ahalt** has been appointed by Secretary Block as deputy assistant secretary for economics.

In his new position, Ahalt will help formulate and direct USDA's economic analysis and policy review, and forecast world and U.S. agricultural commodity supply and demand. He will also coordinate the work of USDA's Economics and Statistics Service and World Food and Agricultural Outlook and Situation Board, of which he was chairman from 1977 until taking his new position.

Before becoming chairman of the World Food Board, Ahalt was staff economist and deputy to USDA's director of economics from 1973 to 1977. He has worked as a USDA economist and policy analyst for nearly 20 years, joining the Department in 1962.

Raised in the farming area of Frederick County, Md., Ahalt has a bachelor's degree from the University of Maryland and a master's degree from American University.

Former Senate committee staff member **John W. Bode** has been appointed by Secretary Block to be deputy assistant secretary for food and consumer services. He will serve as deputy to assistant secretary **Mary C. Jarratt**.

In his new position, Bode will help formulate policy for USDA's consumer affairs, nutrition issues and feeding programs—including the food stamp program, school feeding programs, and the wom-

en, infants, and children supplemental feeding program.

Since 1979, Bode has been on the staff of the U.S. Senate Committee on Agriculture, Nutrition, and Forestry. Before that he was on the staff of former Oklahoma Governor David Boren. From 1977 to 1978, Bode was a court clerk for Oklahoma City District Court Judge Raymond Naifeh.

Born and raised in Oklahoma, Bode was involved in his family's grain elevator and farming activities at Geary. He received a B.A. degree in political science from the University of Oklahoma, Norman.

Secretary Block has named 47-year-old **Richard A. Smith** as administrator of the Foreign Agricultural Service. The appointment came after Smith had served as acting head of the agency since last January.

In being appointed to FAS' top slot, Smith heads an agency which represents U.S. agriculture in foreign affairs, promotes agricultural exports, and administers USDA's export credit and foreign assistance programs.

A veteran of the agency, Smith has held several increasingly responsible positions with FAS, since joining the Department in 1959 as an agricultural economist. From 1962 to 1964, Smith was assistant agricultural attache to Colombia. From 1964 to 1966, he was agricultural attache to El Salvador, and from 1966 to 1968, Smith again served in Colombia as agricultural attache.

From 1968 to 1978, Smith was

deputy assistant administrator of FAS, and assistant administrator for management, except for a four-year assignment as agricultural attache to Mexico. In 1967, Smith was awarded the USDA Superior Service Award and the Foreign Agricultural Service certificate of merit.

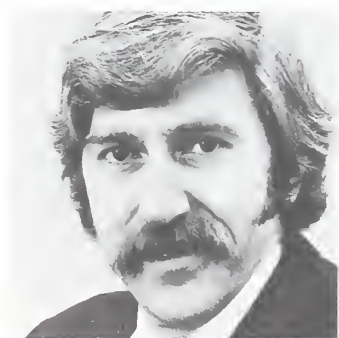
Smith holds a bachelor's and a master's degree from the University of New Hampshire.

Former USDA executive **Everett Rank** came out of semi-retirement recently when he was appointed administrator of the Agricultural Stabilization and Conservation Service. He will also serve as executive vice president of USDA's Commodity Credit Corporation.

Appointed by Secretary Block, Rank previously served with ASCS as western regional director from 1974 to 1977. Before that, he was chairman of the Fresno County ASC committee (1961 to 1969), and chairman of the California State ASC committee (1969 to 1974). Rank is a past president of the Clovis Center Farm Bureau, and has served on the board of several firms.

He is also a former president of the Clovis Unified School District Board of Trustees, and has served on the board of governors of California State University at Fresno. Rank is a veteran of World War II who served in the U.S. Navy for 4 years.

A native of Fresno, Rank owns a 200-acre row crop farm which produces cotton, almonds, grain, fruits, and cannery tomatoes.



J. Dawson Ahalt



John W. Bode



Richard A. Smith



Everett Rank

How RIF's Work

The term RIF—or reduction in force—is enough to strike fear in the average government employee's heart. How does a RIF occur?

According to the Office of Personnel Management, regulations have been set up to ensure that any RIF action is carried out in a fair and orderly way. By law, the agency says, a reduction in force does not begin or end with layoff notices. Whenever a RIF becomes necessary, OPM notes, an agency must:

- decide the jobs to be affected (an agency's decision to abolish one kind of job instead of another is not subject to OPM review)
 - determine which employees will lose or change their jobs
 - determine whether employees who lose their own jobs have rights to other positions
 - issue notices to the affected employees at least 30 days before the RIF is scheduled to occur
 - help career and career-conditional employees who are, or will be, displaced find other jobs.
- OPM notes that it, too, administers programs to help displaced employees find other jobs.

In deciding which employees lose or change jobs, an agency must first fix the competitive area—meaning geographical and organizational limits within which employees will compete for retention, and then group employees by their classification and grade. For example, if the competitive area is determined to be certain organizational units within the Washington, D.C., area, an accountant in that area could not displace another accountant outside the area, nor could the accountant compete with a stenographer within the area.

According to OPM, once the competitive area and levels have been determined, a formula combining four factors mandated by law comes into play. The factors are: *tenure, veteran preference, length of service, and performance.*

Employees in the kinds of jobs to be affected are then ranked on a retention register in three groups according to their tenure. The three groups are:



For performing two life-saving acts, Domingo C. Benavides, Jr. (right), of USDA's Food Safety and Quality Service office in San Antonio, Tex., received USDA's Superior Service Award at this year's Honor Awards ceremony. Benavides was honored for arousing neighbors on one occasion during an early morning fire and alerting them in time to avert the loss of life. He also carried an elderly deaf and blind man from the burning building. On another occasion during 1980, Benavides rescued a young boy from drowning after hearing screams from a nearby swimming pool. Presenting the award to Benavides at the Washington, D.C., ceremony is deputy secretary Richard Lyng (left).

- Group I—career employees not serving probation
- Group II—career employees serving probation, and career-conditional employees
- Group III—indefinite employees, term and status quo employees, and employees serving under temporary appointments pending establishment of registers.

The three groups are then divided into three subgroups—AD for veterans with compensable service-connected disability of 30 percent or more; A for other veterans; and B for nonveterans. Within each subgroup, employees are then ranked by their length of service. Employees with a current “outstanding” performance rating will be credited with an additional 4 years of service.

In effect, a retention “ladder” is created. Consequently, employees in Group III who have the latest service dates, as a rule, would occupy the lowest rung, and thus be the first to be released. Employees in Groups I and II who have lost their own jobs are entitled to a reasonable offer of assignment, if their agency has a suitable job,

which they can take by bumping or retreat. Bumping means taking the job that is occupied by an employee in a lower subgroup. Also, an employee can retreat—or reclaim—a job that he or she was promoted out of as long as that job is occupied by an employee with a later service date in the same subgroup.

In the event of a RIF, the affected agency must notify employees of their likely involvement in the action at least 30 days before the final action. The notice may be either general—one addressing all employees who may or may not be affected—or a specific notice of the impending action. If a general notice is issued first, the specific notice must reach the employee at least 5 days before the date set for action.

OPM notes that if an employee feels that RIF regulations were not correctly applied in his or her case, the employee has the right to appeal in writing to the Merit Systems Protection Board. OPM added that more detailed information on RIF regulations is outlined in the Federal Personnel Manual.

(cont'd from page 1)

their meat products as everyone else," said Martz, so they notify USDA each year of their canning plans. Because the operation travels through 12 States over a six-month period, USDA sends inspectors from nearby regions to inspect the Mennonite's meat products.

Just as with stationary meat and poultry plants, inspection always starts with approval of the facilities.

"When the Mennonites decide on the location, I look it over and make suggestions to ensure it will comply with federal requirements," said Martz. This year, the meat canning operation took place at **Mark Shank's** farm because it is centrally located and has a large utility shed ideal for the work. Volunteers brought in work tables, chairs, knives, containers, and a band saw from a volunteer's butcher shop. The canning facilities are housed in a 38-foot trailer and are operated by three volunteers who live in the trailer while it is in operation.

The trailer has a broiler to generate steam, large stainless steel cooking vats, a machine to seal the cans, and pressure cookers or "retorts," as they are called by the industry. Early every morning, prior to operation, Martz inspects the trailer, which had to meet USDA standards when it was built.

Martz said the operation ran about 15 hours each day and that 60 to 75 volunteers were present every day throughout the 5-day operation.

"Basically," said Martz, "the operation consists of cutting up beef carcasses, deboning, removing fat, making beef chunks, and labeling and boxing the cans. The process is designed to assure a safe, quality product which can be produced at the lowest possible price."

"I don't believe the people who organized this actually knew how



An estimated 30 million workers in the United States have high blood pressure. Left untreated, the condition presents an increased risk of developing heart disease or dying of a stroke. In Washington recently, the USDA health unit—under the support of the Office of Safety and Health Management—offered free blood pressure checks to any USDA employee who wanted them. The unit also provided counseling concerning diet and stress, and offered referral to a physician in cases of needed drug therapy. All told, the health unit reported, close to 1,000 employees took advantage of the free medical service which was rendered during the last week in May as part of High Blood Pressure Month. Among them was Anna Hedgpeth of the Foreign Agricultural Service who had her pressure checked by nurse Pamela P. Capp, while other employees awaited their turn.

many cattle they were going to get until the cattle went to slaughter," Martz said. "There were 117 steers, which were slaughtered at a nearby federally inspected plant."

The week's work—5,000 hours of volunteer time—produced nearly 20,000 28-ounce cans of cooked beef chunks, which have a commercial value of \$80,000. The canned meat was shipped to Baltimore, Md., for distribution.

As quickly as the people came, they left, taking their equipment with them. The canning crew packed their bags, thanked the

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

people who put them up, and headed for Pennsylvania as Martz returned to his regular duties.

story by Yuen-Gi Yee

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Secretary Announces Major Reorganization

In the interest of achieving greater efficiency in the Department—at no extra cost or additional personnel—Secretary Block has announced a major reorganization. The reorganization focuses direction of agencies along functional lines, the Secretary said, and is intended to have a positive impact on program responsiveness.

Under the reorganization, Secretary Block stated—

- the Science and Education Administration (SEA) has been dissolved into four new pro-

gram agencies: the Agricultural Research Service, Cooperative State Research Service, Extension Service, and the National Agricultural Library.

- the Economics and Statistics Service (ESS) has been divided in two. ESS has been divided into the Economic Research Service and the Statistical Reporting Service.
- the Human Nutrition Information Service has been established.
- the Office of Environmental Quality (OEQ) has been abolished, and

- three new management staffs have been created.

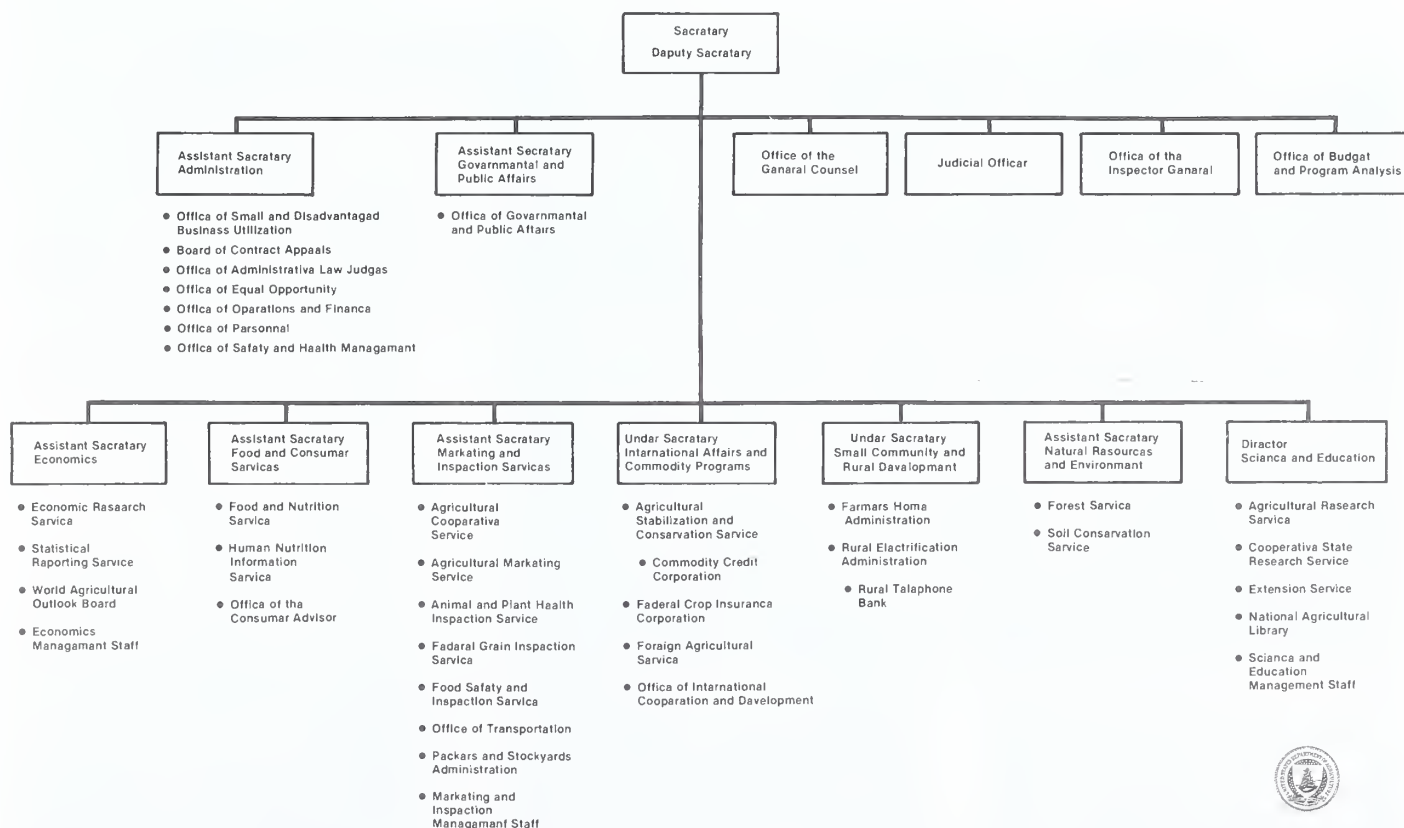
In addition, the Secretary said, the Office of Consumer Affairs has been renamed, as have the Office of Budget, Planning and Evaluation (OBPE) and the World Food and Agricultural Outlook and Situation Board (WFAOSB).

- the Office of Consumer Affairs has been renamed the Office of the Consumer Advisor
- OBPE has been renamed the Office of Budget and Program Analysis

New USDA Organization:

(cont'd on page 2)

United States Department of Agriculture



(cont'd from page 1)

— the World Food Board has been renamed the World Agricultural Outlook Board.

"These changes," the Secretary said, "are designed to improve the efficiency of USDA because the reorganization combines some programs with comparable functions. We've put them together so they can logically result in a smoother operation."

The Secretary said that separating SEA into four new agencies was done to strengthen the effectiveness of science and education programs and to make them more efficient. Each of the new agencies, he said, will be headed by an administrator, except for the National Agricultural Library which will be headed by a director.

On reorganizing the Economics and Statistics Service, the Secretary said: "When I gave public notice of the establishment of the position of assistant secretary for economics, I stated that the purpose of the action was to give added emphasis to the economic concerns facing farmers. In order to give further support to that action, I have decided to separate the

functions into these two new program agencies (the Economic Research Service and the Statistical Reporting Service)."

The Secretary said that under the reorganization he has established a new agency—the Human Nutrition Information Service—to come under the jurisdiction of the assistant secretary for food and consumer services. He pointed out, however, that human nutrition research will continue to be a responsibility of the director of science and education.

The Secretary said the nutrition information function, which was previously under SEA, has been changed because it is important for the assistant secretary for food and consumer services to be responsible for that program. "We've felt that the assistant secretary has both the obligation and is in the best position to provide the public with better nutrition information," Secretary Block said.

He also said that in addition to the new agency, the new Office of the Consumer Advisor has been placed under the assistant secretary for food and consumer ser-

vices. The office formerly reported directly to the Secretary. About that move, the Secretary said: "This office should report directly to the assistant secretary who is responsible for following consumer concerns."

In abolishing OEQ, Secretary Block noted that "this action does not mean we have less concern for environmental quality. Rather, it is a desire to ensure better integration of these concerns with ongoing programs." The Secretary pointed out that OEQ's former functions will be distributed to appropriate agencies.

As part of the reorganization, the Secretary said, a new management staff will be assigned to each of USDA's major areas of economics, science and education, and marketing and inspection. These new units will provide administrative, personnel, budget, and financial support to some agencies under the major areas, and will help to avoid duplication of effort in the management area. Each staff, the Secretary said, will be created through a realignment of existing personnel and will be financed through reimbursement from the agencies being served.

FSQS Becomes FSIS, AMS Remains AMS, P&SA Is Reborn

Prior to announcing the major Departmental reorganization, Secretary Block approved a restructuring of the Agricultural Marketing Service (AMS) and the Food Safety and Quality Service (FSQS).

Under that reorganization, the Secretary announced, FSQS will be renamed the Food Safety and Inspection Service (FSIS), and the Packers and Stockyards Administration will become a separate agency. P&SA had been part of AMS since 1977.

The Secretary also announced that the commodity services program will be shifted from FSIS to AMS (where it was prior to 1977), and that FSIS will be transferred to the jurisdiction of the assistant secretary for marketing and inspection services (formerly marketing and transportation services).

The agency formerly came under the assistant secretary for food and consumer services.

In announcing the changes, Secretary Block said: "This streamlining effort serves to underscore the administration's dual commitment to market development and food safety. We will be able to seek new markets for the country's farmers, processors, and marketers, and still guarantee that consumers here and abroad enjoy the benefits of safe, high-quality foodstuffs."

The Secretary added that under the new setup, AMS will continue to develop new market outlets and facilitate price determination and transactions, while FSIS will have responsibility for assuring that meat and poultry products which move into interstate and foreign commerce are safe and properly labeled.

"The inclusion," the Secretary said, "of the commodity services in AMS fulfills that agency's role in marketing. At the same time, FSIS will be able to concentrate on its traditional role of assuring consumers a safe and wholesome supply of meat, poultry, and eggs."

"P&SA will continue to enforce provisions of the Packers and Stockyards Act. The act is a fair practices law which promotes fair and open competition in the marketing of livestock, meat, and poultry."

Under the authority of the Agricultural Marketing Act, the Secretary noted, the commodity services program—which is again part of AMS—provides voluntary grading service on a fee basis and develops grade standards for meat, poultry, eggs, dairy products, and fresh, canned, frozen, and dried fruits and vegetables.

Wallace Appointed Head of OICD

At the same time as the Department's reorganization, Secretary Block announced that **Joan S. Wallace**, assistant secretary for administration since December 1977, has been appointed administrator of the Office of International Cooperation and Development.

OICD is responsible for the coordination of the Department's overall program to aid agricultural development in less-developed countries, which includes technical assistance, international training and development programs, the coordination of international organizational affairs and scientific exchange, and research agreements in transitional and developed countries.

Before joining USDA, Wallace was vice president for administration at Morgan State University, Baltimore, Md. Wallace holds several degrees, including a doctorate from Northwestern University, as well as honorary degrees.

Wallace replaces **Quentin West**, who will continue to serve as special assistant to the under secretary for international affairs and commodity programs.

Some Facts About Leave Without Pay

- According to the Office of Personnel Management, Leave Without Pay (LWOP) is not a right which accrues to an employee as does sick leave, annual leave, etc. Leave Without Pay is granted under supervisory discretion at the request of an employee.
- Employees are eligible for LWOP regardless of length of service or whether they have annual or sick leave to their credit.
- There are no set minimum or maximum amounts of LWOP that may be taken, although excessive LWOP can affect such matters as within-grade increases, retirement credit, annual or sick leave, and so forth.



In celebration of the 75th anniversary of the Meat Inspection Act of 1906, hundreds of USDA employees and a large number of guests gathered in the USDA Patio to commemorate the legislation which established USDA's inspection program. Among the guests was retiree Clarence H. Pals, an innovator of federal meat inspection and an advocate for the passage of the Wholesome Meat Act of 1967. Other guests and guest speakers included (in above photo, seated left to right) Ellen Haas, a director of the Community Nutrition Institute; Hugo Slotkin, chief executive officer of John Morrell and Company; and Congressman Thomas S. Foley, former chairman of the House Agriculture Committee. Welcoming the guests to USDA (right, in above photo) was Dr. Victor H. Berry, head of USDA's meat inspection program. In a congratulatory letter to Secretary Block in honor of the occasion, President Reagan said, "From packing house to processing plant, federal inspection has protected consumers here and abroad and has contributed immeasurably to the development of the American meat and poultry industries." Following the anniversary ceremony, Dr. Berry (right in bottom photo) and Dr. Donald L. Houston (center), administrator of the Food Safety and Inspection Service, congratulate Dr. Pals.



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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

New AMS Administrator

Mildred P. Thymian, 48-year-old dairy farmer, senatorial assistant, and former candidate for the U.S. Congress, has been named administrator of the Agricultural Marketing Service (AMS).

Secretary Block announced the appointment of Thymian to head the 2,100 employee agency. AMS is concerned with a variety of marketing activities, including classing and grading of cotton and tobacco, gathering and reporting wholesale market news for various commodities, and market research and development. AMS also is responsible for federal warehouse licensing and inspection, and for the administration of marketing orders for milk, fruits, and vegetables.

The new AMS administrator has most recently been a legislative

assistant to **Sen. David F. Durenberger**, for whom she developed a four-year plan for improved international trade policies concerning U.S. agriculture. For many years, she has held management positions with the United Church for Homeland Ministries, based in New York. She has served as vice president of the organization since 1975.

In 1980, Thymian became the first Republican woman in Minnesota to seek national office. She vied unsuccessfully for Republican endorsement to be candidate for Minnesota's 6th Congressional district seat. With her husband, Donald, Thymian owns a 343-acre farm in Ortonville, Minn., which is recognized as one of the leading dairy operations in the upper



Mildred P. Thymian

Midwest. Sons Russell and Brad share in managing the family farm.

As administrator of AMS, Thymian will report to **C.W. McMillan**, who recently was appointed assistant secretary for marketing and inspection services.

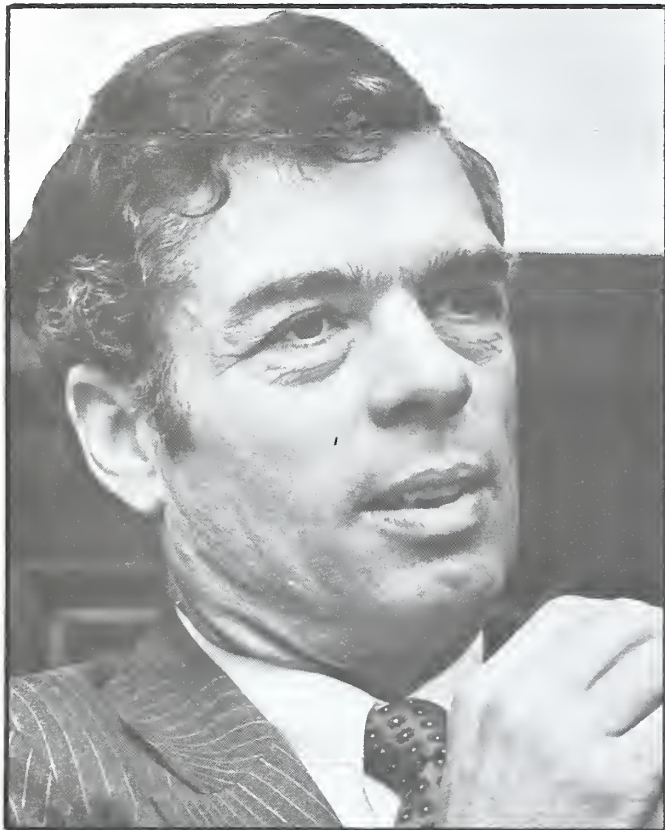


Thanks to USDA and two private organizations, visitors to the Nation's Capital this summer, as well as local residents, will find an added attraction. On display at the National Agricultural Library throughout July and August will be a special historical exhibit depicting the technology of making sugar. Consisting of 25 multi-photographic panels, the exhibit depicts the progression of the sugar industry in one of the Nation's leading sugar-producing States—Louisiana—from the 18th century to the present time. Featured are approximately 200 photographs (including those shown here) showing the cultivation, harvesting, and processing of sugarcane. On hand to celebrate the opening of the exhibit were members of Louisiana's Congressional delegation, the State's department of agriculture, plus USDA officials and other organization representatives. For its Washington run, the exhibit was co-sponsored by the National Agricultural Library, the Center for Louisiana Studies at the University of Southwestern Louisiana, and the Louisiana Farm Bureau Federation.



Among Other Topics

Secretary Talks About Women, Jobs, Employees In Interview with 'USDA'



“This Department has a tremendous depth of resources and personnel that provide a great service to the people of this country.”

Q. You've been with the Department now for 6 months. Is there anything you like or dislike most about the operations of USDA? What have been your most pleasant surprises?

A. I have been very pleased with the responsiveness of the Department to my philosophies, and to those of the Administration. I have also been pleased with the professionalism of the employees. But I think I always suspected before I arrived here that USDA employees would be outstanding professionals in their fields. The Department services a lot of people throughout the country and a lot of the agricultural industry. This Department has a tremendous depth of resources and personnel that provide a great service to the people of this country.

Q. How do you plan to emphasize the preservation of prime farmland?

A. We're working with some other agencies and other departments in government at the Cabinet Council level to develop a plan for the preservation of prime agricultural lands. Once we have it fully developed, we will implement the plan. There is a finite quantity of farmland in this country. Although we always seem to find more when we need it, we all have to appreciate that there is an end to that.

Q. What will be the functions of the new Human Nutrition Information Service?

A. To disseminate nutrition information to people much more effectively than was ever done before. Putting the agency under the direction of the assistant secretary for food and consumer services was the thing to do. The nutrition information can be disseminated from that position to the people who can take greatest advantage of it. They are the consumers and the consumer groups that the assistant secre-

tary comes in contact with through our vast feeding programs.

Q. Would you explain what you mean when you say that food is a bargain in this country?

A. It is a bargain in many ways. If you compare the United States with virtually any country in the world, food is a tremendous, colossal bargain. Few appreciate how reasonable the price of our food is, or the quality we get for the money. Having traveled all around the world, I guarantee that if you

(cont'd on page 2)

food is priced comparably to ours, you would find that it would still not have the same quality or quantity or variety. If you did find a country that has food of comparable quality and variety, you would also find that the food costs at least one-and-a-half to two times as much. Obviously, with that in mind, I would say that the United States has a food bargain that is unsurpassed and generally unappreciated.

Q. What do you say when people remark that exporting U.S. farm products causes higher domestic food prices?

A. There's no direct relationship. We have a surplus of grains and food products. We are very efficient in producing food. We need to look at what we have that we can produce efficiently and effectively to compete in world trade. We are very good at producing food. We have a competitive advantage and we need to use it. We really need the revenue from exports in order to buy the foreign products for which we have an insatiable appetite—whether it's petroleum, or foreign-made electrical equipment, or foreign-made automobiles. Food is what we can sell. It's just a great bargain for other countries. Besides, we need to sell food in our own self-interest to obtain revenue, and we have a humanitarian obligation to sell food to other countries. If we closed our doors and didn't allow food to flow into other countries, there would be a lot of starving people around the world. We are a humanitarian society that believes in doing our part. That's the reason we sell it. I don't think that exporting food has any significant effect on the price of food in this country—but those agricultural exports have a tremendous effect on what we can buy from overseas.

Q. Given the fact that the agriculture sector helps reduce our balance of payments deficit,



and enables us to buy foreign products, are we genuinely interested in helping other, less developed countries improve their capability for producing more food?

A. Very definitely. We're involved in numerous technology exchange programs with other countries, and we do a great amount of work to help other countries improve their food-producing capability. The truth is, when we help other countries become more efficient and more capable of producing food, that strengthens their economies and they actually become better customers of ours. It sounds strange, but the facts will bear that out.

Q. Was the reorganization of the Food Safety and Quality Service related to the President's goal to reduce regulation of industry?

A. No. The reorganization was designed primarily to bring many regulatory activities under one supervisor. It seemed very unreasonable to have the regulatory activities of FSQS in the area of food and consumer services, which basically includes feeding programs. Why have regulatory activities there? That's the wrong place for them. I felt it would make more sense to place them in the marketing area. We're already inspecting

a number of food and agricultural activities, so I thought it best to put them all together. It's better structured, and it's going to be more efficient to manage.

Q. What role does USDA have in rural development?

A. It's a major role, because no other department or agency in government works as closely with rural communities as we do. Our most important assistance comes from the Farmers Home Administration's rural housing loans and from farm loans to people in rural communities. Our natural resources activities and our soil and water conservation activities also assist in developing rural communities. Our agricultural stabilization and conservation programs through the Agricultural Stabilization and Conservation Service are another activity. And the Extension Service has a major responsibility as an educational arm in assisting in rural development. If we tie all those programs together, and if we can keep them coordinated, we will have a major impact on rural development.

Q. Does that mean that USDA employees will have just as much of a role in rural development as they have had in the past?

“ . . . Agriculture not only makes a great contribution now, but is destined to be this country's greatest asset.”

A. Definitely. In fact, we are working on some policies now that will give them a greater role in rural communities. Our policies are not going to be focused on Washington, D.C.—the focus will be on the rural areas. We're developing plans which would establish working groups of the agencies I just mentioned—Farmers Home, ASCS, Soil Conservation, and Extension Service—so they would all work together on rural development. They already have employees in the counties. They need to work together to help people and to help develop rural communities. Despite the fact we aren't talking about throwing huge new sums of money at problems across the land, I think that with the correct emphasis we are going to get more done than we ever did before—because we're going to work in harmony. We are putting this together now. I think it has great promise.

Q. Along that line, do you think that the co-location activity (of locating USDA field offices next to each other) should be continued or expanded?

A. Yes, I think it should be continued. Agencies should be closely related and physically close together. That provides for greater efficiency and occasional cross-utilization of employees. It makes a very convenient resource available to the rural community. Rural residents don't have to drive all over the countryside to get to USDA offices.

Q. Do you foresee any increased opportunities for women in agriculture or in USDA?

A. I think the opportunities for women have grown by leaps and bounds everywhere. Women have proven themselves to be very competent, very energetic, and valuable assets at every level—on the farm, in factories, in agencies, everywhere. I think we can only expect the role of women to increase and grow. I'm convinced that that's where we are

headed, and I am encouraged by it.

Q. To what extent was your wife involved in the management of the family farm?

A. My wife was always involved in some ways in the management, because you don't make major decisions without discussing them. We discussed all major management decisions. Furthermore, my wife's good judgment always helps bring a person back down to earth. My wife has always helped with some of the farm work. She has hauled soybeans to market, hauled corn to market, and worked a tractor a little. She's always been a great asset, especially when the need was the greatest.

Q. Do you want your children to be farmers?

A. I want them to be what they want to be. I want them to have every opportunity to be farmers should they choose to. I have a son right now who has returned to the farm. He graduated from college and returned this spring. And he's farming the whole farm now. But I want my children to be whatever they desire to be.

Q. Are there any areas in the Department where there might be increased employment opportunities within the next year or so?

A. I don't see larger numbers. The Department cannot expect to grow, and should not expect to grow in terms of total employment. While there may be some areas where there may be growth—because they will be given greater emphasis—there may be other areas that will be shrinking. Overall, though, I think the Department will hold its own.

Q. How do you feel on the whole about the performances of career employees?

A. I think they are dedicated, outstanding employees. I have known many of them over the years—not just on the Washington level in my capacity

here, but in the field, in Illinois, and in other States. They are outstanding people who work extremely hard to do the job they are supposed to do in service to the people. Here in the Department, I think USDA employees want to serve, want to have a purpose, want to have direction, and are looking for leadership. I certainly hope that I can provide that. I'll be making every effort to do so.

Q. Do you think that any existing programs in the Department should be transferred to other departments?

A. No. I don't support the transferring of any of our programs to other departments. I think we can do them better than anyone else.

Q. What actions do you think can be taken to improve security in USDA buildings in Washington?

A. I think we've done a great deal already. It might take a little more time to see the fruits of our labor. The Inspector General has put together a very effective program to improve security, but it's going to take a little more time.

Q. Do you think the agricultural research budget will ever be increased to stay ahead of inflation?

A. We were able to save agricultural research from some of the budget cuts that we've seen generally throughout government. Agricultural research is one area we will be stressing. We will be stressing not only research for production agriculture, but research in marketing, and research in utilization of agricultural products. Certainly, we'll be looking to keep the research budget ahead of inflation.

Q. Land-grant universities sometimes have been criticized for focusing too narrowly on agricultural production research problems, without considering the social or human effects. What are your views on that?

(cont'd on page 4)

A. I don't think that is true. I think that the purpose of agricultural research is to look for more efficient means of production and greater productivity. I think it should look more toward better utilization of products that we are already producing. I don't have any great concern about whether a new machine that's developed is going to require one person to run it instead of two. I think that's progress. We've freed up most of the people in this country who work in service jobs, in shops, in factories, and in other areas of production. Compare this country with countries that still have 60, 80, or 90 percent of their people still working the land. You'll find that as a society we have benefitted by an enormous margin. Those other countries, that are living with most of their people still trying to farm, are light years behind us. We certainly would not want to lock ourselves into something that would not be progressive.

Q. Finally, if there were one thing that you wanted to say to the rest of the country about the men and women who produce our food and fiber, what would it be?

A. I've always extolled the virtues of the farm people—and the agribusiness people—who are part of the agricultural production plant in this country. I have always made an effort to make everyone aware of the significant contribution that the agricultural industry makes to this Nation. It is enormous. I feel that agriculture not only makes a great contribution now, but that in the years ahead our agricultural industry is destined to be this country's greatest asset. Even greater than energy, greater than technology, greater than military strength. This is part of the gospel that I preach so that people of this country will appreciate the industry and support it and benefit from it.



At the half-way mark in an all-day workshop in Washington recently, Secretary Block made the point that USDA has the responsibility to see that American children—and their parents—understand the vital role that agriculture plays in their lives and in the Nation's well-being. The Secretary made the point during a luncheon for the workshop participants, many of whom have developed educational materials on agriculture for school use. Entitled "Agriculture in the American Classroom," the workshop brought together dozens of representatives from farm and farmwomen's groups, agriculture-related organizations, and State departments of agriculture, as well as educators from around the country. The purpose of the meeting, according to USDA's Office of Governmental and Public Affairs—which sponsored it—was to assess what is being done in the area of education about agriculture, what needs to be done, and how a cooperative and coordinated system might be developed.



Following the luncheon, Claude Gifford (second from right in photo above), acting assistant secretary for governmental and public affairs, moderated a panel discussion on working with schools. Among the panelists were (beginning second from left): Buddy Wishon, Fairfax County (Va.) school system; Dave Bohling, Nebraska Department of Agriculture; and Nellie Quander (right), also of the Fairfax County school system. At far left is workshop coordinator Sally Katt of GPA.

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Milton Sloane, Editor

Sharon Edwards, Assistant Editor

To Some, Being Handicapped Is. . .

A State of Mind

Richard Laws, 47, is a draftsman for the Forest Service in Fort Jones, Calif. But instead of hands to do his job, he uses hooks. Laws is a double amputee.

Ten years ago, Laws lost his arms while working as a lineman for a Los Angeles power company. He lost them after climbing a 45-foot pole to repair a power line.

Thinking that the power had been turned off, Laws grabbed the high-voltage line and approximately 5,000 volts shot through his arms. Instantly, he blacked out and was suspended head down in his safety belt until rescuers were able to free him.

He then spent the next 8 months laid up in a hospital where he was fitted with artificial arms. Next came a 10-month rehabilitation period. Laws remained optimistic that he would overcome his injury. But a few other patients sharing the burn ward with him weren't so confident about themselves. Several even claimed their own lives. But Laws decided it was time to get back to the business of living.

For 8 years following his recovery, Laws remained in Los Angeles and worked for the power company as a security guard. Finally, Laws decided that his job offered no challenge, and that "big city" life had become tiresome. So in the fall of 1979, with no job offers in hand, Laws packed up his wife and four children and moved to Etna, a small town in northern California. A few weeks later, a job opportunity came along.

Laws was referred by the California Department of Vocational

(cont'd on page 2)



Making calculations and drawing to scale are part of Richard Laws' job as a draftsman for the Forest Service. He says it hasn't been easy, but that he enjoys the challenge as well as the new life he and his family have found with the Department. In photo below, Laws demonstrates how he is able to drive a modified truck provided by the Forest Service to fulfill another of his duties requiring transportation to various sites on the Klamath National Forest.



(cont'd from page 1)

Rehabilitation to the Klamath National Forest where he was accepted as a trainee under the federal Comprehensive Employment and Training Act (CETA) program. In early 1980, because of his background, Laws began training as a draftsman at Forest Service offices in Fort Jones, near his home in Etna. In August of last year, Laws successfully completed his training and was hired as a permanent employee.

Commenting on his new job, Laws said that although working as a draftsman has not been easy, he is "confident that I can do the job. It is a challenge which requires different skills."

Among his duties, Laws said, is to operate office equipment such as typewriters and adding machines, and "to use weights to keep the templates from slipping so that drawings come out just right to scale." Another of his duties, Laws added, involves taking readings from meters which monitor traffic on Forest Service roads.

To help Laws get to the road sites, the Forest Service converted a pickup truck to meet Laws' specific needs. The vehicle features modified door handles and a left-foot-operated turntable that is chain-connected to the steering shaft. It also features a relocated ignition switch and gearshift lever. The vehicle enables Laws to drive under all traffic conditions with little additional physical effort.

When he's not working for the Forest Service, Laws engages in other pursuits. He recently completed a computer training session.

"Being handicapped," he said, "is only a state of mind."

story by John Belluardo

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USDA Vol. 40, No. 17, August 26, 1981

Milton Sloane, Editor

Sharon Edwards, Assistant Editor

Schrote Named To High Administrative Post

Secretary Block has announced that **John E. Schrote**, a native of Middletown, Ohio, and a former special assistant in the Department, has been appointed deputy assistant secretary for administration. Schrote will have major responsibility for USDA's management programs.

He will also oversee the operations of eight USDA agencies, including the Office of Administrative Law Judges, Board of Contract Appeals, Office of Equal Opportunity, Office of Personnel, Office of Operations and Finance, Office of Safety and Health Management, and the Office of Small and Disadvantaged Business Utilization.

Until his appointment, Schrote served on Capitol Hill from January 1979 as administrative assistant to Wisconsin Congressman F. James Sensenbrenner. For two years prior to that, he was on the field staff of the National Republican Congressional Committee.



John E. Schrote

During 1972-73, Schrote worked on the Committee to Re-elect the President and with the Office of Economic Opportunity. From 1973 to January 1977, he served as special assistant to the Secretary of Agriculture.

Formerly employed in private industry, Schrote left the ARMGO Steel Corporation to serve as administrative assistant to former Congressman Donald E. Lukens from 1966 to 1970.

New Deputy Under Secretary

Secretary Block has appointed **Thomas A. Hammer**, an economist and former agricultural consultant, as deputy under secretary for international affairs and commodity programs.

Hammer will help formulate and administer policies for the Agricultural Stabilization and Conservation Service, Federal Crop Insurance Corporation, Foreign Agricultural Service, and the Office of International Cooperation and Development.

Before coming to USDA, Hammer was an agricultural consultant with two law firms, and national affairs director with the American Farm Bureau Federation in Washington, D.C. During 1974-75, he worked as an economist with Mitsubishi International Corporation in Washington. He has also worked as a banker.

A former U.S. Navy pilot, Hammer earned a bachelor's degree from Marietta (Ohio) College, and a master of business administration degree from George Washington University.



Thomas A. Hammer

Hunter Heads REA

The Senate has approved the nomination of **Harold V. Hunter** to serve a 10-year term as administrator of USDA's Rural Electrification Administration.

A prominent Oklahoma farmer-rancher, Hunter brings to the position a record of distinguished public service at the State and federal levels, as well as a background of private business success. He is well acquainted with USDA, having served as Oklahoma State executive director of the Agricultural Stabilization and Conservation Service from 1969 to 1977. In that position, Hunter received the first "Administrator's Award for Excellence" ever awarded to a State ASCS director.

From 1962 to 1969, Hunter was a member of the Oklahoma House of Representatives, where he served as assistant minority floor leader. In 1972, Hunter represented the United States at the World Hereford Congress at the Union of South Africa. In 1973 he served on a Department of State mission to study Afghanistan's wheat stabilization program.

In 1979, Hunter was elected chairman of the Oklahoma Republican State Central Committee, and served as a member of the Republican National Committee. Prior to arriving in Washington, Hunter, 63, owned and operated HVH Farms in Waukomis, Okla., a 1,780-acre alfalfa and wheat-producing enterprise also known for high-quality beef cattle breeding stock.



Harold V. Hunter

Turnabout Is Fair Play

The man who started the Outstanding Young Farmer Award Program was recently honored with an award himself for his work in developing the program.

At a national convention in Waterloo, Iowa, **Dale Spears**, a district director in the State for USDA's Agricultural Stabilization and Conservation Service, was honored by the Junior Chamber of Commerce for conceiving of the annual young farmers award program. At their convention, the Jaycees presented Spears and his wife Isabel with plaques.

Believing that young farmers should be recognized for their outstanding contributions in agriculture, Spears and the Shenandoah, Iowa, Jaycees began in 1940 to recognize outstanding young farmers in their community. In 1951, Spears proposed that the

Iowa Jaycees present a yearly award to these farmers. The idea met with broad approval and was soon adopted by other States.

In 1954, the Outstanding Young Farmer Program was approved and conducted nationally for the first time. This year marked the 25th annual observance of the event. (On two occasions, the event encompassed a two-year period.)

Spears, who holds a lifetime membership in the Jaycees, said he was proud to receive the award and grateful that the organization is continuing to expand the program.

Among the people who have received the Outstanding Young Farmer Award, sponsored by the Jaycees, is Agriculture Secretary John R. Block.



Dale Spears (at left in photo), accompanied by his wife Isabel, received an award from the Outstanding Young Farmer Award Committee at a recent National Jaycees Conference in Waterloo, Iowa. Iowa district director for the Agricultural Stabilization and Conservation Service, Spears was recognized for conceiving and promoting the award. Presenting the award is Lawrence Teeter, president of the Outstanding Farmers Award committee.

Reminder. . .

In case you missed it the first time around, or are a new employee, the "hotline" telephone number for blowing the whistle on fraud, waste, and abuse in USDA is toll-free 800/424-9121 for employees outside the Washington, D.C., area. Employees in the Washington area should dial 472-1388. Complaints may also be sent in writing to the Inspector General, P.O. Box 23399, Washington, D.C. 20024.

Employees may, if they wish, remain anonymous.

**Bonds are for
making retirement
easier.**



PACE Resumes

After a 7-month suspension, the Professional and Administrative Career Examination (PACE) is being reinstated. The exam is used to select workers for nearly 100 occupations at the GS-5 and GS-7 entry levels.

The government's top personnel office, the Office of Personnel Management, has announced that the exam will be administered for about 7 weeks beginning the end of October.

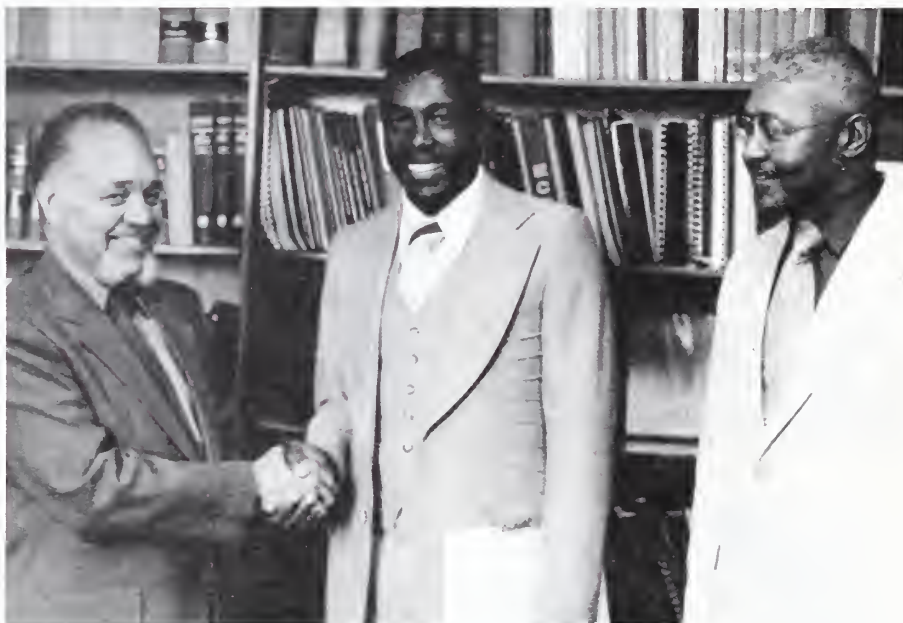
Applications for the exam, OPM said, will be accepted nationwide at Federal Job Information Centers from September 14 through October 13. Applications received before or after that period, the agency said, will be returned without action. In order to be considered, OPM said, applications must be postmarked or received by the agency by the 13th of October. OPM said that applicants who apply during the filing period will be tested between October 28 and December 12, 1981. Those who apply first, the agency said, will be tested first. OPM added that specific test dates will be established individually by OPM area offices, and that applicants will be notified as to where and when to report for the exam.

OPM pointed out that this year's test was originally scheduled for March and April, but had to be postponed because of President Reagan's hiring freeze. While the freeze has been lifted, OPM said, and while agencies have been ordered to reduce their workforce to varying degrees, it is anticipated that some agencies will need to bring in newcomers by 1982 in various occupations.

OPM explained that all applicants who qualify under this year's exam will be placed on PACE registers for referral to federal agencies by mid-January 1982. It added that a proposed settlement of a lawsuit against the PACE exam, if approved by the court, will require a gradual phasing out of the exam over the next three years.



In line with the administration's desire to use small business contractors in government wherever possible, the Food Safety and Inspection Service recently acquired a new facility built under the Small Business Administration's 8(a) minority contracting program. Located at Beltsville, Md., the new building will house FSIS' science laboratories. A frequent user of the SBA program, FSIS pointed out that the contract for the new Beltsville facility was completed ahead of schedule, and is but one of many successes FSIS has had under the 8(a) program. Above, FSIS contracting officer Glen Durst (right) looks over the final details of the new facility (in background) with contractor Henry Lancon.



Leo Gray (left), an economist with USDA's Food Safety and Inspection Service, recently presented a \$500 scholarship to Delaware State College senior Raymond Eaddy, center. The scholarship was made on behalf of the Forum on Blacks in Agriculture, an employee organization in USDA. At Delaware State, Eaddy, who formerly worked for USDA's Soil Conservation Service and who looks forward to working with the Department again, is studying plant and soil science. Accompanying Forum president Gray in making the presentation was treasurer Maurice E. Reddick, right, of the Agricultural Stabilization and Conservation Service.

According to the Office of Personnel Management, suggestions, ideas, and inventions pro-

vided by federal employees saved the federal government a record \$552 million during 1980.

Employees Invited to Speak Out

"We're kind of used to it now, but visitors and others have remarked on how interesting and unconventional it is. I believe Dr. Farrell is unique in the Department in that he is probably the only administrator who holds meetings open to all agency employees on such a frequent and regular basis."

Making that comment was **Jean Redmond**, an equal employment opportunity specialist with the new Economics Management Staff. She was referring to what are formally known as Information Exchange Meetings, but are popularly called "brown bag luncheons" with the administrator.

Since 1978, when he was appointed administrator of the Economics, Statistics, and Cooperatives Service, **Dr. Kenneth R. Farrell** has held biweekly meetings open to all agency employees to discuss any job-related topic. "The purposes of the meetings," Dr. Farrell explains to his staff, "are to give me an opportunity to become better acquainted with you, to learn your concerns and viewpoints on agency programs, management, and organization, and to share with you our plans and viewpoints."

There is no fixed agenda for the luncheons, but employees who wish to discuss a particular topic or to address a particular person are invited to send a note in advance of the meeting so that speakers will be prepared.

Then at lunchtime every other Friday, Dr. Farrell reserves an hour to talk and listen to those gathered for the occasion. Because the agency is physically housed in two buildings in downtown Washington, D.C., Dr. Farrell alter-



At the close of a recent "brown bag luncheon," a meeting he set up years ago to exchange ideas and information with his employees, Dr. Kenneth Farrell (left) shared a few light moments with employees.

nates the location of the luncheons.

On a Friday this June, Dr. Farrell conducted his last staff meeting as administrator of the Economics and Statistics Service (ESS), prior to becoming acting administrator of the new Economic Research Service. (Under a recent reorganization, announced by Secretary Block, ESS was divided into two separate agencies—the Economic Research Service and the Statistical Reporting Service. A support unit, the Economics Management Staff, also resulted from the reorganization.)

Shortly before noon, Dr. Farrell walked two blocks from his office in the GHI building to the conference room in USDA's South Building that was reserved for the luncheon occasion.

After exchanging greetings with employees, Dr. Farrell assumed a relaxed pose and lit a pipe. Because most in attendance had heard about the pending reorganization, Dr. Farrell opened the session by explaining exactly what was about to take place.

After listening to Dr. Farrell's explanation, one employee wanted to know the purpose of the reorganization.

Dr. Farrell thought for a moment, and replied: "It makes sense. The truth is we found that the functions of the statisticians and economists were not as closely linked as we had believed. We felt that by separating the organizations, they will be more supportive of the Secretary's Office."

(cont'd on page 2)

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"We also feel," Dr. Farrell continued, "that the essential condition of objectivity would be better served. It may be difficult for statisticians and economists who are working side by side to remain objective of each other's profession. The job of the economist is to give focus to the statistician's data—to make it useful—because production agriculture is very much affected by economic issues."

Dr. Farrell also said that under the reorganization some functions would be abolished, but that no employee would be without a job.

Commenting on the luncheons, **Sandy Burgess**, also an EEO specialist with the Economics Management Staff, said: "I've been around this agency a long time—since it was the Economic Research Service the first time, and I've worked with Dr. Farrell a long time, too. I think he has a good rapport with the people in our agency. He is sensitive to anything affecting his employees. He keeps abreast of everything throughout the agency as well as throughout the Department. He takes as much time as necessary to answer employees' questions, and if he can't answer a question on the spot, he makes a note and gets back to the employee."

For example, at a recent meeting an employee raised a question on staff attending professional society meetings. Discussion revealed that many employees were unaware of agency policy and felt that there was lack of uniformity in treatment of staff in attending those meetings. Dr. Farrell took up the matter with his line managers after the meeting and subsequently re-issued a policy statement to ensure uniformity and equity in the agency.

In closing the last luncheon as ESS administrator, Dr. Farrell remarked: "I've had no regrets about the last 3-1/2 years. I've made some good decisions and some bad ones. But, judging from the quality and substance of the staff I've worked with, the staff will never be better." He then reminded employees that as acting administrator for ERS, he would

Graziano Confirmed As Inspector General

John V. Graziano, who for years worked for USDA and who until recently was employed by the Commerce Department, has been confirmed by the U.S. Senate as USDA inspector general.

Graziano will oversee the Office of Inspector General, which, among other functions, conducts and supervises all audits and investigations of the Department related to USDA programs and operations.

From 1979 until his appointment, Graziano was assistant inspector general for investigations for the U.S. Department of Commerce. From 1974 to 1979, he was director of USDA's Office of Investigation. From 1978 to 1979, he was detailed at USDA as a special coordinator to look into causes of grain elevator fires and explosions.

From 1971 to 1974, Graziano was chief of the transportation security division at the U.S. Department of



John V. Graziano

Transportation, and from 1965 to 1971 served in various responsible positions with the Federal Aviation Administration in New York, Oklahoma, and Washington, D.C. Prior to that, he was an investigator with the former Civil Service Commission.

Graziano has a bachelor's degree from St. John's University in New York.

Former Employee Named Head of FmHA

One-time USDA executive **Charles W. Shuman**, who operates a grain and cattle farm with two brothers near Sullivan, Ill., has been named administrator of the Farmers Home Administration. He was appointed to the position by Secretary Block.

In addition to operating the grain and cattle farm, and also before returning to USDA, Shuman was a member of an investment brokerage firm in Decatur, Ill.

From 1971 to 1977, Shuman was Illinois State director for the

continue the traditional "brown bag luncheons," until his resignation effective September 19 when he will leave to join Resources for the Future as senior fellow and director for the organization's food and agricultural policy research program. □

Farmers Home Administration, and served temporarily during that period as director of the agency's national finance office in St. Louis, Mo.

Shuman holds a B.S. degree in agriculture from the University of Illinois.



Charles W. Shuman

Agency's Attitude Helps the Handicapped

When **Bill Uhl** first interviewed a handicapped person for a job, he said, "I didn't know how to handle it." But soon afterwards, he recalled, "I came to the realization that a person with a handicap has the same feelings, goals, and aspirations that I have."

Uhl said that since then, "It has been my experience that handicapped employees are hard-working individuals; some of our best. They are dependable. Their attendance record is above average. And, they are highly motivated. Some of the outstanding handicapped persons we have hired have helped open the door to hiring additional handicapped employees."

Uhl added that a major problem faced by handicapped job-seekers is the attitude barrier of the employer. Frequently, he said, employers comment that handicapped employees do things differently. Although that may be true, Uhl said, it "does not mean that they're going to perform the job with less quality."

Uhl said that since he was appointed as Midwest regional selective placement coordinator for the Food and Nutrition Service in Chicago, he has seen "many changes in the attitude of the agency. We have hired a total of 15 handicapped employees through the selective placement program and an additional five employees through the Veterans Readjustment Act."

Among those hired, Uhl said, is **Adele Greco**, a food program specialist. Speaking of past experience, Greco said: "I had submitted many resumes to other employers, but I never received any response for an interview. When employers would call, they weren't confident about hiring a person confined to a wheelchair. They felt they would have to make too many costly adjustments."

"When FNS called me for an interview, I was nervous, but I was made to feel at ease during the interview. Other than the need for

parking my car in the immediate area and being able to leave my wheelchair at the office, I was not asked any questions about my handicap."

Another handicapped person who FNS hired is food program specialist **Charles Watson**. Watson, who like Greco is confined to a wheelchair, said: "It's always been difficult for the handicapped to find employment—especially before special hiring programs were created. It's very depressing to apply for a job and almost expect not to be called for an interview. When I was first interviewed for a job with FNS, I sensed a very open attitude."

Terry Bowman, chief of the Midwest region's food distribution section, said that "until Bill Uhl put us to the test, no one had ever challenged us in regard to hiring handicapped persons."

As selective placement coordinator, Uhl is also a member of the Midwest regional placement committee which helps plan FNS goals for the handicapped. Other members of the committee include **Belinda Jackson**, **Don**

Koch, **Floyd Lewis**, **Carl Rippe**, and **Adele Greco**. With the exception of Lewis, who is a field operations manager, all the other committee members are food program specialists.

Uhl said that besides recruiting and hiring the handicapped, "another of the committee's objectives is to devise a fire evacuation plan for the handicapped, because our agency is located on the ninth floor."

Committee member Lewis added that in developing the plan the committee has made several contacts with other agencies, including the fire department and the Rehabilitation Institute of Chicago. "The fire department," he said, "has agreed to provide the local fire station with a list of names of persons in wheelchairs and their locations within the building."

Uhl said that in addition to devising the plan, FNS has been working with the General Services Administration to make minimal modifications to the building and office areas to accommodate the

(cont'd on page 4)



In recognition of their strong support to the selective placement program for the handicapped, FNS Midwest regional administrator Monroe Woods (left) and Bill Uhl (right), FNS selective placement coordinator, received certificates of appreciation recently from L. Jack Fyans (center), of the Illinois Department of Rehabilitation Services.

(cont'd from page 3)

handicapped. "Activity has begun," he said, "to lower public telephones and to modify the restroom facilities, including lowering the mirrors, soap dispensers, and paper towel holders to conform with national standards. The building is already equipped with electronic doors, raised numerals in the elevators, and curb cuts. And reserved parking spaces have also been provided for some handicapped employees."

Uhl added that "another on-going concern of the committee is handicapped awareness. We try to make all supervisors and managers aware that hiring the handicapped is good business."

On an individual basis, Uhl said, committee members remain alert to job openings which can be filled by handicapped individuals and work closely with local placement agencies. In the area of outreach, he said, committee members plan to continue their effort to visit college campuses as part of a continuing recruitment drive.

FNS said that as a result of Uhl's sensitivity and attitude, the Midwest regional office was recently recognized for its commitment to the goals of the selective placement program and to this year's observance of International Year of Disabled Persons. The recognition came from the Illinois Department of Rehabilitation Services.

Uhl said that he attributes the success of the selective placement program "to the open attitude of the entire Midwest regional staff. The program and the committee have had the full support of the regional administrator (**Monroe Woods**) and the regional staff."

Pleased with the committee's accomplishments, regional administrator Woods said that the committee members "have demonstrated both concern and cooperation in broadening opportunities for the handicapped. Unquestionably, they have enriched the lives of both our handicapped employees and their colleagues by enabling them to work together." □

story by Carol Osada

PEOPLE

Naomi J. Tromley, a research technician with the Agricultural Research Service, has been chosen "Woman of the Year" by the Vincennes, Ind., chapter of the American Business Women's Association.

Tromley, who conducts research on insects at the agricultural research station in Vincennes, was recognized for her continued dedication to upgrading her job skills through on-going education programs, and for her participation in the association. She has been invited to St. Louis, Mo., to enter the association's nationwide competition for the National Woman of the Year title to be awarded in October.

* * * *

Sherley J. Gregory, of the Food Safety and Inspection Service in the Nation's Capital, has been awarded a certificate of appreciation by USDA for her volunteer work with the Lions Club during the 100th anniversary of the birth of Helen Keller. Gregory, who was cited for her involvement and initiative to enhance the program to aid the blind and deaf, has also done volunteer work with the Boy Scouts and neighborhood youths. She is an employee development clerk with FSIS.

* * * *

Dr. Frederick G. Meyer, a botanist with the Agricultural Research Service, has been awarded the Frank N. Meyer Memorial Medal presented by the American Genetic Association. The award was created in 1920 in memory of USDA agricultural explorer Frank N. Meyer, who from 1905 to 1918 collected plants in China and other Asian countries. According to officials at the National Arboretum, where Dr. Frederick Meyer is curator of an extensive herb collection, the two Meyers are not related.

Author of more than 120 publications, Dr. Meyer has been collecting plants since 1935. Since joining ARS in 1958, he has led a number of plant-hunting expeditions resulting in the identification and introduction of thousands of



Naomi J. Tromley



Dr. Frederick G. Meyer

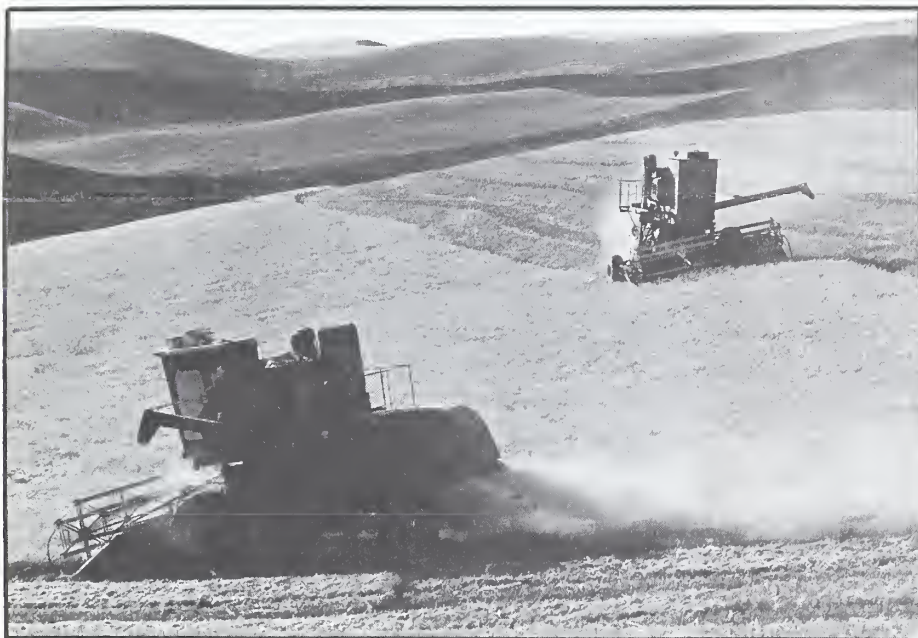
foreign plants. Dr. Meyer's quests have led him from Ethiopia for wild coffee germplasm that bolstered the narrow genetic base of coffee grown in the Western Hemisphere, to Italy to collect carbonized remains of food plants and to identify the plants depicted in murals, mosaics, and sculpture of ancient Roman cities. Dr. Meyer is recognized as a world authority on cultivated plant taxonomy.

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

October 16 Is World Food Day



Contrasting sharply with U.S. farming technology (above) are the archaic methods of cultivation (below) in Senegal, on the western coast of Africa. Senegal is one of 65 developing countries located in Africa and Southern and Southeast Asia where the greatest incidence of hunger and malnutrition exists in the world.



Think about nothing but food for a minute. Picture all the things you like to eat. Imagine the aroma, the appearance, the texture, the taste.

Is your mouth watering a bit? No problem. You'll be breaking for lunch pretty soon, or perhaps it's nearly time to head home for dinner. Maybe you'll stop at the grocery store on the way and pick up a few items. The shelves are always stocked with nearly every kind of food you can think of. In fact, you *expect* it.

Just suppose when you got to the store the shelves were bare. What would you do? You would do what nearly half a billion people in the world do. You'd go hungry.

The subject of food and world hunger is something to think about on Friday, October 16. That day marks the first annual World Food Day. The occasion was established by a resolution approved by the 147 member nations—including the United States—of the Food and Agriculture Organization (FAO) of the United Nations.

Despite the efforts of the United States and other developed countries, Secretary Block notes, hunger persists in the world. The FAO estimates that one out of nine people in the world, primarily in the developing countries, do not have enough to eat. The purpose of World Food Day, explained the Secretary, is to call public attention to the existence of world hunger, and to urge public participation in efforts to overcome it. To achieve that objective, USDA has been taking ac-

(cont'd on page 2)

Scientists "Laying Groundwork For 21st Century Agriculture"

USDA scientists may be on the brink of a scientific breakthrough, Secretary Block announced in regard to recent developments at research labs in Madison, Wisc. The achievement—the development of technology for moving genes between plant species—said the Secretary, “opens a whole new era in plant genetics.

“The significance of the development,” Block continued, “is that it is the first step toward the day when scientists will be able to increase the nutritive value of plants, to make plants resistant to disease and environmental stresses, and to make them capable of fixing nitrogen [meaning to change nitrogen into a stable compound or available form] from the air.”

The achievement resulted from the joint efforts of scientists of USDA's Agricultural Research Service and of the University of Wisconsin. Research team leaders and biochemists **John D. Kemp** (USDA) and **Timothy C. Hall** (U. of Wisconsin) have succeeded in transferring a gene that directs the production of major protein from its native location in the French bean seed into the foreign environment of a sunflower cell. They call the new plant tissue “sunbean.”

According to Kemp and Hall, the gene is stable in its new environment and is producing messenger RNA—the cellular vehicle that carries genetic information from the genes to the protein-synthesizing machinery of the cell. They are now looking for, and hoping to see soon, the production of the bean protein in the new plant.

Kemp said that although the bean protein is not yet being produced in the new “sunbean,” the scientists plan to modify their new methods until they attain high levels of protein production. The next step, they report, is to regenerate a sunflower plant from the cells in the tissue cultures. But the technology to do so, say the scientists, does not yet exist.



At the agricultural research lab in Madison, Wis., biochemist John D. Kemp inoculates a sunflower plant with a gene-carrying substance in work aimed at developing technology for moving genes from one kind of plant to another. The genetic engineering project, done in cooperation with the University of Wisconsin, is a step toward the day when scientists will be able to increase the nutritive value of plants and make plants resistant to disease and environmental stresses.

Such developments are yet to come, Kemp said. But he emphasized that he and his colleagues will continue their pioneering work, which they characterize as “laying the groundwork for 21st century agriculture.”

(cont'd from page 2)

distributing the amount of grain needed to satisfy unmet food needs would be more than needy countries could afford.

A far more practical way to meet food needs would be for importing countries to increase their own food production—and they have that potential. U.S. agricultural experts have provided developing countries expertise in production,

education, financing, transportation, marketing, and other techniques on which to base a sound and profitable food system. Thousands of students from developing nations have received agricultural training in this country, and the results of American agricultural research are made freely available to the world at large.

Are government policies in

developing countries encouraging more food production?

Recently, yes, but not always. Encouraged by low world prices following World War II, many developing countries discouraged food production in their own countries. By the late 1970's, however, developing countries could rely less on imports. High oil prices and skyrocketing debt

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tion to ensure public awareness of World Food Day.

Last February, the Department took the lead in forming a committee of governmental representatives to develop programs to focus on world food needs. Some of the events to gain public awareness include:

- A special cancellation stamp on mail leaving New York, Chicago, and Los Angeles carrying the message "WORLD FOOD DAY, USA, October 16"
- A leaflet entitled, "Can We End World Hunger?"
- Offers to make key speakers available for World Food Day functions
- Public service television and radio announcements by Secretary Block promoting World Food Day
- A request to the Postmaster General to issue a commemorative stamp for 1982, which is under consideration, and
- Information packets for distribution to USDA field employees and others asking for world food information.

Additionally, the Agricultural Research Service is urging its regional research stations to hold open house, if possible, to display the kinds of research USDA is undertaking to help alleviate world hunger.

In an interview on USDA's television program, "Down to Earth," Secretary Block noted that Americans have shown that they care deeply about hunger and malnutrition wherever the conditions occur in the world. "This is evident," said Block, "in the long history of aid to other countries which Americans have supported through both their government and voluntary organizations.

"World Food Day can serve to focus our interest and participation in the decisionmaking process that affects such vital issues as international trade, agricultural research, world food security, and the conservation and wise use of resources," Block said. "Activities are being planned in at least 120 countries, including the United

What Do You Know About World Hunger?

"Can We End World Hunger?" is the title of a leaflet published by USDA as an information source and promotional aid in preparation for World Food Day, October 16.

The leaflet was prepared by the Office of Governmental and Public Affairs in cooperation with the Office of International Cooperation and Development and the Economic Research Service. It contains answers to what the agencies have noted are the most often asked questions regarding the world food situation and the occurrence of hunger and malnutrition throughout the world.

Following are excerpts from the publication that can improve your knowledge of world hunger.

How much malnutrition actually exists in the world?

No one knows for sure. The Food and Agriculture Organization (FAO) calculates that nearly half a billion people are malnourished worldwide. It's estimated that about one person in nine suffers from severe, systematic malnutrition. But it's likely that the total number of malnourished people is growing steadily because of high birth rates and growing population numbers in poor countries.

Does the world produce enough food for everyone?

Yes. At the moment, in fact, the world produces *more than enough*

for everyone. If the world's food supply were evenly divided among the world's population, each person would have received more than the minimum number of calories over the last 20 years. The FAO estimates that the average consumption of calories per person has actually increased since 1960. That's remarkable, because world population has increased nearly 50 percent since then. USDA estimates a 17 percent increase in per capita grain production worldwide between 1961 and 1979. Thus, the world's farmers have been meeting the needs of soaring populations.

Some agricultural economists believe, however, that world food production has reached a turning point in the race with population. Any further food increases, they say, will come at ever-increasing costs, because we are nearing the limits of potential food output based on present agricultural technology.

If world food supplies are presently adequate, why does hunger persist?

As a rule, today's hunger is geographic and individual in nature. Either food simply isn't where the people are, or the people aren't producing what others want and can't earn enough money to buy adequate food.

Most of the world's malnourished people today are located primarily in Africa and Southern and Southeast Asia. These nations contain one-third of the world's population, and at least half live in abject poverty. Because their productivity is low, they are unable to produce or purchase a regular and dependable supply of food.

Would it be best for the major food exporting countries to go "all out" to produce and export more grain?

It would help, but it wouldn't entirely solve the problem. The cost of buying, shipping, storing, and

States," the Secretary continued, emphasizing: "It is a time to pay tribute to people who produce food and to those who work the land. It is an opportunity to learn more about why hunger exists and about ways to overcome it.

"America is a major constructive force in fighting world hunger," Block concluded. "We can be proud of our Nation's performance. World Food Day is a reminder that the job is not done—that solving world hunger is a responsibility of all nations."□

(cont'd on page 3)

levels limited their ability to pay for imports, and there was less total food aid from donor countries. Thus, policies in developing countries today are more production oriented than 10 years ago. But a great deal more needs to be done.

How does the United States help alleviate hunger and malnutrition in developing countries?

The United States provides food aid under Public Law (P.L. 480), the Food for Peace program. Part of the program provides for the sale of food to friendly countries, on easy payment terms. We also make provision for outright grants of food in cases of national disasters. In addition, the United States provides other aid such as technical assistance and helps finance agricultural research in a number of developing countries. A new "food for development" program, Title III of P.L. 480, allows the United States to cancel a country's repayment obligation if the funds are used to promote agricultural and rural development.

Is the world running out of farmable land?

No. Land area usable for crop production can be expanded, but it's costlier now than before to bring new lands under cultivation. In the next 3 or 4 years, new farmland is expected to grow only 10 million acres or less each year. Also, much of the expansion in recent years brought poorer quality land into cultivation.

To compound the problem, millions of acres of productive farmland, both here and abroad, have been converted to nonfarm uses, and soil erosion has had a serious impact on food production. It will take more expensive techniques, such as developing higher yielding crop varieties and more use of fertilizers, as well as more careful management techniques to make up for slower growth in new farmlands.

Is there any hope that we can overcome global hunger in our lifetime?

Chronic world hunger will remain with us as long as food-deficient nations lack effective market

demand—resulting from low production of foods and services needed by others. No doubt, we will continue to face pockets of acute hunger periodically, resulting from natural disasters and political upheaval.

In the long run, though, the main worry is whether food production can increase fast enough to keep up with population numbers. The world produces enough food for everyone now. There is every hope that this can continue. The widely-acclaimed Green Revolution (increased food production in developing countries) has not yet reached its full potential. And better farming techniques can improve yields. □

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USDA Vol. 40, No. 19, September 23, 1981

Milton Sloane, Editor

Sharon Edwards, Assistant Editor

Employees Can Now Name Trustees

The government's top personnel agency, the Office of Personnel Management, has reversed its decision on whether employees can designate trust accounts as beneficiaries of Federal Employee's Group Life Insurance (FEGLI).

In a memorandum to department heads, the agency now says that such designations are valid.

"In the past," the agency wrote, "OPM has discouraged employees from designating trust accounts as the beneficiaries of life insurance under the FEGLI program because of its interpretation that a trust account did not constitute a person surviving the decedent as required by law. Recent developments, however, in the area of estate planning have significantly increased the use of such devices.

"With the increased amounts of coverage now available to federal employees under the new FEGLI program, we expect the number of requests to increase further. Therefore, we have reconsidered our policy and have determined that the designation of a person or institution as a trustee constitutes a valid designation."

Likewise, OPM said in a separate memo, designations of trustees as beneficiaries for lump sum payments from the Civil Service Retirement System are also valid.

To assure that the designations are clear, OPM said that it has established certain formats. "While these formats need not be followed to the letter for the designation to be valid," OPM said, "the designation of a trust must at a minimum indicate that the death benefit is payable to the trustee or successor trustee, give the name of the trust if any, the date the trust document was signed, and the name(s) of the person(s) who signed it.

"Agencies should not accept a designation which names the designator as sole payee or which does not reference an independent trust document. In all cases, there must be a name and address sufficient to contact and identify the designated trustee."

OPM reminded agencies that employees are not required to file a designation of beneficiary. In the absence of a valid designation, the payment of life insurance or lump sum benefit will be governed by the order of precedence outlined on the designation form. The designation of a beneficiary is not necessary, unless the employee wishes payment to be made in a manner other than that outlined in the order of precedence.

For more information on trust beneficiaries, employees should contact their agency personnel office.

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Wakefield's Trek Up Mount Rainier

One Who Climbed To The Top

On June 21, 1981, a group of 11 people—nine men and two women—from around the country met in Aspen, Colo., to prepare for a mountain-climbing expedition to the top of Mount Rainier, the highest mountain summit in the Cascade range in Washington State. All 11 people were physically handicapped. Among them was USDA employee Douglas Wakefield. Sightless since birth, Wakefield is a radio specialist with the Agricultural Research Service in Washington, D.C.

The expedition, financed through donations from private sources, was arranged by Phil Bartow of the Institute for Outdoor Awareness (Swarthmore, Pa.) and endorsed by the White House as a demonstration project for the International Year of Disabled Persons.

On July 3, led by Jim Whittaker, the first American to climb Mount Everest in the Himalayas, the group reached the summit of Mount Rainier, an elevation of 14,410 feet. Following is Doug Wakefield's account of that incredible journey, taken from interviews, with USDA and Brenda Curtiss-Heiken, a radio specialist with the Office of Governmental and Public Affairs.



Sitting "on top of the world" (which in this case is the summit of Mount Rainier) are members of the expedition "Project Pelion." USDA employee Douglas Wakefield (third from right, wearing radio helmet) was one of 11 physically disabled climbers participating in the expedition led by Jim Whittaker (front center). A radio specialist with the Agricultural Research Service, Wakefield made radio tapes during the climb for airing on national public radio.

Q. Doug, how were you and the other members of the expedition selected?

A. Some were recommended by outdoor involvement groups, and others, including myself, heard it through the grapevine. I contacted Phil Bartow, who arranged the expedition, expressed my interest, and got in on it that way. I've always had a great interest in mountains and glaciers—something I developed through reading—and I've always enjoyed snow. I come from northern Vermont, which is pretty hilly and snowy. But the idea of a river of ice, which is what a glacier is, has always fascinated me. I wanted to see just what it was like.

Q. Had you or any of the other members of the group done any climbing before?

A. Only one of us had climbed before—a fellow who is a Vietnam veteran who lost his leg below the knee. Of the other so-called handicapped or disabled climbers—although I have to admit I didn't meet anybody on that mountain who was disabled—seven were visually handicapped, two were deaf, and another has a past history of epilepsy. But none of the others nor I had ever climbed before. I'd gone up on chair lifts and had done some tramping around Mount Mansfield (in Vermont), but nothing like what we did on Mount Rainier.

Q. How did you prepare yourself for the trip?

(cont'd on page 2)

(cont'd from page 1)

A. Everybody got in shape their own particular ways. Six weeks before I left, I did a lot of biking, for about an hour every evening, and I avoided all elevators. My office is on the fourth floor, and I always just ran up the stairs as quickly as possible. The key is not strength when it comes to climbing; it's having a good set of lungs and a strong heart.

Q. What was the expedition named?

A. It was called "Project Pelion." Pelion is a mountain from Greek mythology that two brothers, giants, picked up and set atop Mount Olympus so that they could use it as a stepping stone to reach the gods. And the people who came up with the idea for the project felt that the experience would be a stepping stone to future activities.

Q. How did your family—your wife, daughter, and son—feel about your climbing Mount Rainier?

A. They were very gung ho on it. My daughter wanted to go with me. They weren't anxious about it all. The only anxiety that did develop occurred June 21st, the day we left for Aspen for a week of final training with the whole team together. That day Mount Rainier killed 11 climbers. And they were killed at the exact site we were planning to put what is called high camp—the camp from which we would try to reach the summit. The camp is at about 11,000 feet; the summit is 14,410 feet. So, that incident produced a lot more anxiety, not only in those of us who were going to climb, but also in our families.

Q. At that point, did anybody turn back?

A. No, but there was some question as to whether we were going to be able to climb. The icefall that killed the 11 other climbers was similar to what happens when a glacier comes down over a cliff and breaks into giant pieces that fall into



Upon their return from climbing Mount Rainier, members of the expedition were invited to the White House and congratulated by President Reagan. Shaking hands with the President is Douglas Wakefield (right in photo at left).

an ocean and form icebergs. In this case, the big pieces of ice came over a cliff, fell down onto ice at a lower level, smashed into pieces the size of automobiles, shot across the glacier, and swept the people into a crevasse. The rescue team that went up was led by Jim Whittaker whose wife was with us in Aspen. She was in contact with him, and for several days the weather on the mountain was so bad—zero degrees, 60-mile-an-hour winds, heavy snow—that the rescue team couldn't even get up to find out what had happened. And if the weather hadn't let up, we wouldn't have gone up Rainier.

Q. When did you find out you'd be able to go?

A. Not until two days before we were supposed to leave for Seattle. That was Friday, June 26. Before going to Seattle, though, we went into the White River National Forest—that's in the Rockies—and made camp at an altitude of about 12,000 feet. We camped there for 4 days and did a lot of hiking. There we formed a team that could work together. We had five rope teams—four people on a 165-foot rope about 40 feet apart—and we generally arranged it so that sighted persons were at the front and back of each rope. We became familiar with our equipment, got used to carry-

ing large packs, and most importantly, we had to become accustomed to that high altitude.

On Sunday we went to Seattle, where we met Jim Whittaker, and immediately drove to what is called Paradise Lodge. The lodge is run by the National Park Service and is located in the Mount Rainier National Park at about 5,000 feet. The next morning, June 29, we had a brief ceremony for our send-off. An Indian medicine man from a local tribe performed a ceremony to call up the spirits to wish us well, guide us, and protect us on the way.

Q. How many times did you have to make camp?

A. From the lodge, we went up on what is called the Nisqually Glacier. Mount Rainier is the largest glaciated mountain in the lower 48 States, and it has 27 different glaciers. The Nisqually is the one nearest the lodge. There, we pitched our tents, and the next morning went through the regular training that anybody would have to go through who wanted to climb the mountain. The training involved putting crampons on our boots. They're hooks with 10 two-inch-long spikes that allow you to walk on anything. When we had become accustomed to those, we

(cont'd on page 4)

Hire the Handicapped Week



October 4-10, 1981 is National Employ the Handicapped Week. During the week, disabled and nondisabled people will focus on ways to overcome social and attitudinal barriers facing handicapped people seeking employment.

All employees, especially supervisors and managers, are urged to observe the week and join in activities to learn more about the handicapped jobseeker.

Opening the event at USDA, **Harold E. Krents**, a leading authority on the Rehabilitation Act of 1973, spoke at a ceremony in Washington, D.C.

A former White House Fellow, Krents is the founder and legal counsel for Mainstream, Inc. (a nonprofit organization devoted to promoting the cause of the disabled), as well as counsel to a Washington, D.C., law firm.

Blind since birth, Krents is a graduate of both Harvard College and Harvard Law School, and obtained an advanced degree from University College, Oxford, England. He served as an inspiration for the Broadway play and motion picture "Butterflies Are Free," and is the author of *To Race the Wind*, an autobiography of his own experience as a blind student.

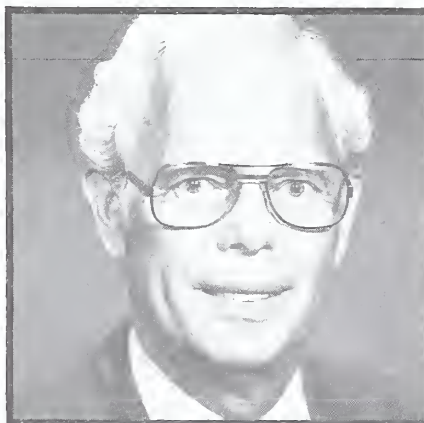
Assistant Deputy Secretary Named

One-time USDA employee **Richard Douglas** has been appointed assistant deputy secretary by Secretary Block. Douglas will work under deputy secretary Richard E. Lyng.

An agricultural economist and former insurance executive, Douglas came to USDA from the Boston headquarters of John Hancock Insurance Company, where he was a corporate investment officer and portfolio manager of the firm's agricultural investment fund. Before joining John Hancock, Douglas was a staff economist with the Department from May 1977 until September 1979. Prior to that, he was chairman of

the Department of Business Administration and Economics at Montgomery College (Md.).

Born in Washington, D.C., Douglas spent his early years on his family's farm in Rock Hill, S. C. He graduated from Howard University in 1973 with a B. A. in sociology and earned master's and doctorate degrees in agricultural economics at the University of Maryland. Douglas has also attended the executive education program at Harvard Business School.



Melvin E. Sims

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FCIC Chairman Named

Melvin E. Sims has been appointed by Secretary Block to serve as chairman (a position formerly called "manager") of USDA's Federal Crop Insurance Corporation.

Sims, who retired last year from industry, had for 21 years served as chairman of the board and president of GROWMARK, Inc., an Illinois agribusiness firm. Sims has also been director and chairman for Agricultural Cooperative Development International, National Council of Farmer Cooperatives, and the Foundation for American Agriculture, all of Washington, D.C. Among numerous other positions he has held, Sims was formerly a director of the Farm Credit Bank of St. Louis and a member of the Federal Farm Credit Board.

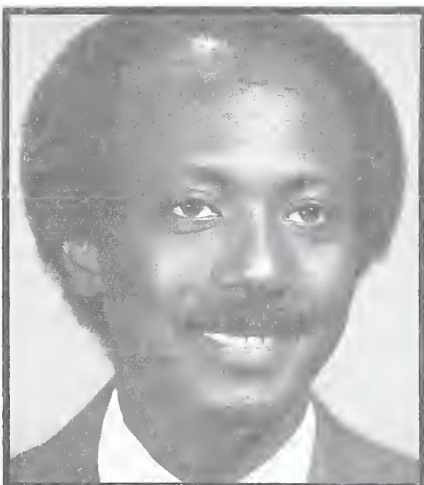
A native of Adams County, Ill., Sims is a 1941 graduate of the College of Agriculture, University of Illinois. He is a fourth-generation farmer and operates a 1,220-acre grain and livestock farm at Liberty, Ill., in a partnership with his brother and son.

Agriculture. Retirees who request it may continue to receive USDA.

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Milton Sloane, Editor

Sharon Edwards, Assistant Editor



Richard Douglas

(cont'd from page 2)

climbed very steep terrain. We also did what is called a "Tyrolean traverse." That's when you run a rope across a crevasse and slide across in midair hanging by a carabiner hitched to your belt. It's kind of fun.

We were equipped with ice axes and learned how to go into a self-arrest position, in case we fell. You flip onto your stomach, dig in the ice pick up near your shoulder, and then you dig in your toes so that you've got a three-point arrest to keep you from sliding. When you fall you don't think about the danger; you just think about stopping your fall as quickly as possible.

We made camp on the glacier that same night and the next day we continued our training. It rained all day and we really got soaked. We went back to the lodge, got dried out, and then on July 1st we started up to Camp Muir, named after a local poet who had lived out there, John Muir. We pitched tent at the 10,000 foot level where the rangers maintain a camp with very rough, but serviceable lodging facilities. The next day we moved up to 11,200 feet, and the spot where we pitched our tents that night was about 100 to 200 yards from where the climbers had been killed 11 days earlier.

- Q. When did you reach the summit of Mount Rainier?
- A. On July 3rd, we left at 4:00 a.m. and reached the summit at 10:30 that morning.
- Q. What happened when you all got to the top?
- A. There was a lot of hooting and hollering and yodeling. And Jim Whittaker let go with one of his famous moose calls. Everybody felt elated. . .and tired. My one thought was 'I don't have to carry this pack any higher; it's all downhill from here.' There also was concern because reaching the top means you're only halfway there. We were told not to get overconfident, because more

people get hurt coming down a mountain than going up.

- Q. What was the weather like throughout the climb?
- A. With the exception of that one day it rained, when we were training before the climb, it was beautiful. It was bright and sunny and stayed that way right straight through. The average temperature up on the mountain was in the low 60's. Some people climbed in bermudas. I wore a very light longsleeved shirt all the way to the summit. When we arrived there, there was enough of a breeze so that I slipped on my parka. But it was strange to be dressed like that in the snow. In fact, it was so warm that there was some concern, because the snow was really getting soft.
- Q. Were there any dangerous or tense moments during the expedition?
- A. Just one, but we really didn't make a big deal out of it. Coming down, I was on the fifth and last rope team. The first two rope teams made it down without any problem. And the third rope team had just come down off what is called Disappointment Cleaver. That is the large cliff above which the icefall had broken off two weeks ago and crashed down on the people who were killed. In that very same spot, as the third rope team was going through, another icefall occurred, much smaller. I was up above the cliff, heard the fall, and heard people shout 'Run!' The third rope team did make a dash for it, but the icefall stopped about 100 yards from them. So in the end, there wasn't any danger. But there certainly was a moment of tension there when we weren't sure just how far that ice was going to sail.
- Q. Would you do it again?
- A. I don't know. When I got back, my first reaction was 'No way!' But in looking back on it, and knowing the mountain—I can still remember the route very clearly—I might like to do it again.

PEOPLE

Mason E. Miller, a communications scientist for USDA's Cooperative State Research Service, has received the Agriculture Communicators in Education (ACE) Professional Award for 1981. The award is given annually by ACE to a member who has been outstanding in his or her career in agriculture communications and in service to ACE. In his present position, Miller is responsible for project and on-site reviews of communication and information activities in land-grant universities, and for promoting communication research.



Mason E. Miller

- Q. Did you make any friends during the expedition?
- A. Yes, we definitely made good friends, and we have maintained contact.
- Q. What did the experience do for you personally, and what would you like to say to the rest of us?
- A. I was rather surprised and impressed with just how hard you can push yourself. There were times when I thought I was going to have a heart attack. But I was pleased to find that I was in reasonably decent physical shape.
- And I guess if I were to try to interpret our actions into what would be a 'message,' it would be that people with a disability aren't necessarily as disabled as others might think. Everybody has a disability of one type or another. It's just that some disabilities are more inconveniencing than others.

World Threw Whitehead A Lemon— He Made Lemonade

Something happened to **Harry Whitehead** back in 1968 that changed the course of his life from that moment on.

At the time, Whitehead, a high school dropout, was employed at an Atlanta box factory. On a dark, rainy night, Whitehead took a drive down a narrow country road. Given the terrible road conditions, Whitehead admits he might have been driving too fast and, perhaps, not watching the road as closely as he should have. On a sharp curve, Whitehead's car went out of control and crashed into a tree. The car was demolished, but almost miraculously, Whitehead escaped with his life.

Rushed to a nearby hospital, Whitehead was given emergency treatment. For days, his life hung in the balance. At the end of about two weeks, Whitehead was able to be transferred to a Veterans Administration Hospital where he was given more specialized care. Three weeks later, he was taken to the V.A. Hospital in Memphis, Tenn., for even more specialized treatment.

While there, Whitehead received both good and bad news. The good? That he would live. The bad? That he would never walk again. He would be confined to a wheelchair for the rest of his life.

Recalling the prognosis, Whitehead, who is now a statistician for USDA's Food and Nutrition Service in Atlanta, said: "I knew I could never work in a wheelchair at my old job in the box factory. My future seemed bleak, and I went into a state of deep depression."

Whitehead said that while he pondered his alternatives, he was referred to the Georgia Vocational Rehabilitation Program. Through



Not one to cave in to adversity, former high school dropout Harry Whitehead refused to feel sorry for himself after being partially paralyzed in an auto accident, and went from being a box factory worker in Atlanta to become a statistician with USDA's Food and Nutrition Service.

the program, he said, he learned that he not only could receive counseling, but also training and financial assistance as well.

"I guess this was the boost I needed," he said. "I resolved to quit feeling sorry for myself and to start adjusting to a situation which I knew I would have to live with for the rest of my life."

Whitehead said the rehabilitation program sent him to Warm Springs, Ga., where he met other people suffering from physical handicaps—many far worse than his own. (President Franklin D. Roosevelt went to Warm Springs for therapy after his polio attack.) Whitehead said that while at

Warm Springs, not only did he receive physical therapy, but also counseling, and instruction in crafts. His favorite craft, he said, was leatherwork.

Whitehead said that after regaining much of his confidence, he acquired a car with special equipment which made it possible for him to drive again. Next, he decided to complete his education, so he enrolled in a junior college in nearby Marietta. He graduated with honors from the college in 1973.

Excited over his accomplishment, Whitehead then went to Georgia State University, where in 1976 he

(cont'd on page 2)

Foresters' Wives Help Save the Day

When the Forest Service's National Smokey Bear office was flooded with requests for information recently, program manager **Don Hansen** wasn't sure how the requests were going to be filled. At least, within a reasonable time period. It was well-nigh impossible, he thought, for the office staff, located in Rosslyn, Va., to handle the volume of mail pouring in without a delay. (The mail had been generated by several media promotions.)

His first thought, he said, "was to try to get students detailed from around the agency who were working under the Cooperative Office Education (COE) Program. Personnel told me that would be all right, but only for a very short time."

So Hansen said he next suggested that personnel recruit some high school students to help with the task. But after considering the suggestion, Hansen said, he and personnel "decided that we didn't have enough time to coordinate an arrangement like that.

"Fortunately," he continued, "a woman in personnel at the time—**Barbara Bauman**—was familiar with the activities of the Foresters' Wives Club. She indicated that the members of the club—numbering about 300—often do volunteer work and are wives of Federal, State, and private foresters in the National Capital area.

(cont'd from page 1)

received a B.A. degree in political science. A short time later, he returned to the university to begin work on his master's degree. He received the degree from Emory University in 1979, and is currently doing research for his doctorate.

In 1980, Whitehead joined USDA in FNS' Southeast regional office.

With his feet now on solid ground, Whitehead is beginning to enjoy some of the fruits of his labors. After work, he loves to go home and enjoy his new surroundings, as the result of having his apartment redecorated and re-



When Smokey Bear appeared in several media promotions early last spring, his appearance generated more requests from the public than his national headquarters office could handle. But thanks to volunteer members of the National Capital area's Foresters' Wives Club, and several Cooperative Office Education students, the requests were filled in just 3 weeks. Helping Smokey sort mail (in above photo) are three of the club volunteers. Left to right, they are: Carmen Davis, Alice Bean, and Jacquelyn Ohman. Their husbands—James, Stanley, and John, respectively—work for the Forest Service in Washington, D.C.

She suggested that we contact them.

"We contacted the women, and the ball started rolling. They organized into carpools, and with only one-half hour of training from us, carried the ball themselves. They were just fantastic. They really helped save the day."

Hansen said that with the assistance of 23 club members and 15 Forest Service COE students, the huge stack of information requests on forest fire prevention was quickly and substantially reduced. Within the short span of 3 weeks, he said, approximately 79,000

pieces of mail were sorted, and almost 43,000 information packets were mailed.

Hansen said that the women—wives, and in one case a daughter, of Forest Service employees—who participated in the effort were: **Barbara Bauman** (husband, Ralph); **Alice Bean** (Stanley); **Marie Buckman** (Robert); **Maxine Connelly** (Ray); **Carmen Davis** (James); **Eva Driscoll** (Donald); **Gerry Graham** (David); **Peggy Jolly** (David); **Lois Jones** (Dale); **Mary Moyer** (Elmer); **Barbara Newlon** (Charles); **Jacquelyn Ohman** (John); **Kris and Sue Paletti** (daughter and wife of Chuck); **Delores Shea** (Keith); **Sharon Sheffield** (Randy); **Barbara Solether** (Ralph); **Arlene Supola** (Monte); **Helen Svensen** (Bill); **Beverly Swarthout** (Coburn); **Catherine Van Aken** (Robert); **Joyce West** (Allan); and **Shirley Williamson** (Robert).

The COE students who helped were: **Iris Bount**, **Belinda Davis**, **Rhonda Epps**, **Bernice Harper**, **Leslie Hendricks**, **Barbara Lewis**, **Pam Malone**, **Vanessa McBride**, **Karen McDowell**, **Sherri Moten**, **Cathy Nelson**, **Susan Russo**, **Janell Thomas**, **Marquis Thrower**, and **Vivian Woodard**.

furnished. When the mood strikes, Whitehead also likes to indulge in one of his favorite hobbies—cooking. His specialties are clam chowder, and chicken and mushrooms.

Looking back on his accident, Whitehead said he still has sad memories of the suffering he endured and the anxieties he experienced, but added with a smile that the mishap "might have been a blessing in disguise. Had it not been for the accident," he said philosophically, "I might still be stacking boxes at the factory."

story by Tom Gregory

Conservation Trio Makes History

A trio of women in Newport, R.I., have made Soil Conservation Service (SCS) history as the agency's first all-female conservation unit.

Heading up the unique unit is district conservationist **Kris Stuart**, who was promoted to her present position last May. Stuart, who earned a B.S. degree in natural resource studies from the University of Massachusetts, entered her SCS career as a Conservation Aide in Action, under a special training program. She worked in SCS field offices in Boston and in Greenville, R.I., before transferring to the Newport office in 1979.

Assisting Stuart is **Polly Gardner**, a conservation technician, who joined the SCS field office last year. Gardner became interested in a conservation career through her husband's involvement in the profession. She is married to **Lee Gardner**, a county Extension agent for the State Cooperative Extension Service. **Polly Gardner** holds an associate degree from Garland Junior College (Mass.).

The third member of the unit is district secretary **Virginia Boyd**, who handles the administrative and clerical work for Stuart and Gardner. Boyd joined the Newport staff in 1979, after 20 years of homemaking. She is employed by the Eastern Rhode Island Conservation District (ERICD), which shares a co-located office with the SCS field personnel. Boyd says she spends about half her time handling business for ERICD, and the "other half working with Kris and Polly."

All three say they share "a very pleasant working relationship,"

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Milton Sloane, Editor

Sharon Edwards, Assistant Editor

and in fact have much in common because, like Gardner, Stuart's and Boyd's spouses are also employed in conservation-related jobs. Stuart's husband, **Everett**, is a soil resource specialist at the SCS State (R.I.) office and Boyd's husband, **Charlie**, is a member of the State Conservation Committee as well as ERICD secretary.

Kris Stuart and Polly Gardner work closely together providing on-site conservation planning assistance to land users and supplying technical expertise in the design and layout of conservation structures.

Although comparatively small in land area, says Stuart, Rhode Island is big on farmland. The

eastern portion of the State alone contains over 27,000 acres of prime and important farmland. Furthermore, Stuart emphasizes, Newport and Bristol counties—which are located in her district—are two of the most rapidly developing areas in Rhode Island. However, the two counties still contain close to one-third of the State's important farmlands.

Retaining farmland, SCS notes, can be achieved only through persistent and individualized efforts of the district staff, who commit individual attention to landowners and land users, as well as to local government agencies. And the agency proudly notes that their efforts have paid off in the widespread retention of precious farmland in eastern Rhode Island.



In photo above, Kris Stuart (left) and Polly Gardner conduct an on-site conservation planning review for an eastern Rhode Island landowner. Handling Stuart's and Gardner's clerical details (at right) is Ginny Boyd. The three women, located in Newport, R.I., comprise the first all-female conservation unit in the history of the Soil Conservation Service.



During Hispanic Heritage Week this year, USDA employees in the Washington, D.C., area learned of the many contributions to the United States by Hispanic peoples through exhibits, festivities, performances, and guest speakers. The activities were sponsored by USDA agencies and the Hispanic American Cultural Effort (HACE), an organization of USDA employees. Highlighting the week was a visit to USDA by Congressman E. (Kika) de la Garza (right in photo below) who spoke of agricultural contributions by Hispanics to this country and Spain's assistance to the original 13 colonies in their quest for independence. Aided by his staff assistant, Mario Castillo, Congressman de la Garza displayed a historical map predating Statehood days which illustrated the extent of Hispanic-dominated territory throughout North America. The visit was sponsored by the Soil Conservation Service.



Among several exhibits sponsored by the National Agricultural Library was one which featured South and Central American varieties of Indian corn that preceded those varieties introduced to the United States by early Hispanic settlers. Looking over the exhibit (below) is Dr. Richard A. Farley, acting director of NAL.



In another celebration, the Farmers Home Administration sponsored a selection of Mexican folk music. Above, FmHA employee Rudy Arrendondo (right), accompanied by a professional musician, entertained co-workers.

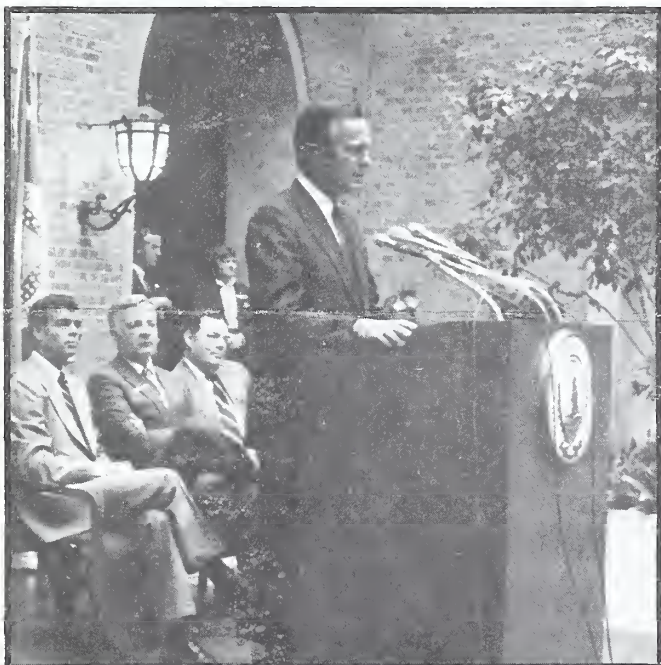


Concluding the week's celebration was a festivity sponsored by HACE members that featured Hispanic poetry, music, dances, and a variety of Latin American foods and beverages enjoyed by employees from USDA and other federal agencies.

Vice President Visits USDA



Under security so tight that an entire section of USDA's Administration Building in Washington was sealed off, Vice President George Bush (right in left photo) was welcomed to the Department by Secretary Block where the Vice President spoke to 300 USDA members of the Senior Executive Service (below). The Vice President told the executives that "I came here to salute you, to thank you, and to pay my respects to a group of people who have given their lives to working in the finest sense of the word service. The concept of public service is very important, and I want you to know that we in the White House appreciate your efforts. I am one who respects the Agriculture Department. I lived in Texas for 32 years, and have seen firsthand the impact of many of the Department's programs. This Department's reputation is absolutely superb. Secretary Block has told me over and over about the outstanding support you have given to him and to this administration, so I wanted to come over and say thank you." Following the Vice President's remarks, Secretary Block spoke to the group about some of the Department's priorities. The Secretary arranged the Vice Presidential visit as part of a series of regular meetings in the Department with SES members.



Featured Inside:

RIF's at USDA (page 2)

Problems with Merit Pay (page 3)

Are You a GS Success? (page 4)

Budget Ax Swings at USDA; FGIS Suffers Heavy Blows

In a cutback that may adversely affect as many as 1,000 employees, the Federal Grain Inspection Service is undergoing a severe reduction-in-force. The RIF may mean the loss of one-third of the agency's employees.

In the first phase of an agency reorganization, FGIS administrator **Kenneth A. Gilles** announced in September that 77 positions were eliminated and 45 downgraded in the headquarters staff, comprised of offices located in Washington, D.C., and in Kansas City, Mo. Those employees who were downgraded—some were reduced from GS-13 to GS-5 and from GS-12 to GS-4—will be able to retain their present salaries for 2 years.

Because of the RIF situation in FGIS, the Office of Personnel Management authorized early-out retirements for affected employees, and according to **Roy Plant**, FGIS personnel spokesman, at least a dozen have accepted the

offer. "Some who lost their jobs have managed to find other positions," said Plant, "but those who were classified as grain marketing specialists and agricultural marketing specialists are experiencing the most difficulty in gaining employment elsewhere."

In a second swing of the ax, another 208 FGIS employees were RIF'd and 105 demoted in a reduction of field office personnel throughout the country. To reflect the restructure of the agency, another 161 employees received lateral reassignments.

The kinds of positions eliminated in field offices, said Plant, included agricultural commodity graders, aides, technicians, and clerks. Also scheduled to occur at the end of November is the elimination of five FGIS regional field offices, which is estimated to affect another 50-60 employees. The regional offices are located in Atlanta, Ga.; Chicago, Ill.; Kansas City,

Mo.; Dallas, Tex.; and Seattle, Wash.

"This reorganization is in keeping with the Department's goals," Gilles said, "to increase efficiency, hold down costs, and make government more responsive to the needs of the public it serves. The agency structure devised in the beginning has served its purpose, and the time has come to re-examine its priorities.

"With reduced allocations and greater dependence on user fees expected in the coming years," concluded Gilles, "it is time to streamline our activities and increase the efficiency of the work this agency does."

The Federal Grain Inspection Service was created by Congress in 1976, from the grain division of the Agricultural Marketing Service, to facilitate domestic and international trade in grains and related commodities under the Grain Standards Act of 1976. □

Two Deputies Named

Richard D. Siegel, a lawyer, and **Douglas W. MacCleery**, a former USDA forester, have been appointed as deputy assistant secretaries for natural resources and environment in USDA. The two, who hold positions of equal rank under assistant secretary John B. Crowell, will share responsibilities for helping direct policy for the Forest Service and the Soil Conservation Service.

Prior to his appointment, Siegel was in private practice with a Washington, D.C., law firm. From 1966 to 1971, he was on the staff of Richard S. Schweiker, when Schweiker was first a U.S. Representative and later a U.S. Senator. From 1964 to 1966, Siegel was a staff writer for the *Philadelphia Inquirer*.

A native of Lewistown, Pa., Siegel graduated from the University of Pennsylvania and the Harvard Law School. He is a member of

the bars of the District of Columbia, Pennsylvania, and of the U.S. Supreme Court, and has served as an associate minority counsel for the Senate Committee on Labor and Human Resources.

A former USDA forester, MacCleery returned to the Department from the National Forest Products Association, where he dealt with issues affecting federal forest management and timber supplies from federal lands. From 1967 to 1974, MacCleery was a forester on the Shasta-Trinity and Tahoe National Forests, administered by the Forest Service. During his FS career, he developed a 5-year timber sale program involving annual sales of 80 million board feet.

A native of Cleveland, Ohio, MacCleery holds a bachelor's degree and a master's degree in forestry from Michigan State University.



Richard D. Siegel



Douglas W. MacCleery

Merit Pay System Flies Despite Bumpy Takeoff

Amid a disagreement between government's top personnel office and the General Accounting Office, the watchdog arm of Congress, the merit pay system went into effect October 1.

The system is a feature of civil service reform that eliminates within-grade and quality step increases for GS 13-15 (now GM 13-15) managers and supervisors and links their pay increases to performance rather than to length of service. Under the system, the Office of Personnel Management (OPM) has discretion to grant to merit pay employees all or part, but at least one-half, of any comparability raise that federal employees receive, generally granted by Congress on October 1 each year. This year, the comparability pay raise was 4.8 percent.

The disagreement between OPM and the General Accounting Office (GAO) arose over OPM's proposed formula for calculating merit pay. On September 8—just 3 weeks before this year's pay raise became effective—GAO notified OPM that OPM's formula did not conform with the requirements of the Civil Service Reform Act of 1978. So OPM instituted what it calls an alternate system.

In announcing details of the alternate system, OPM director **Donald J. Devine** said that this year all merit pay managers will be given the full 4.8 percent comparability pay raise, and that merit pay employees who achieve performance ratings above the level of "fully satisfactory" or "fully successful" will be given an additional pay increase. Devine noted, however, that the additional increases will be much smaller than those that would have been given under OPM's original plan. Also, those employees whose salary level is at the current pay ceiling of \$50,112 may not receive actual additional pay increases.

In explaining the differences between OPM and GAO over the plan, Devine said that "the argument is essentially over a first-year, phase-in computation." He explained that OPM had originally



At a ceremony observing National Employ the Handicapped Week, deputy assistant secretary for administration John Schrote (left, in photo above) presented two certificates of recognition—one from USDA, the other from the Office of Personnel Management—to Steve Elliott (second from right) for being designated USDA's representative for this year's Outstanding Handicapped Federal Employee of the Year Award. Elliott is a disabled mail clerk with the Forest Service in Laramie, Wyo. Others in above photo are Harold Krents (second from left), an authority on the Rehabilitation Act of 1973, and Glenn P. Haney, associate deputy chief of the Forest Service. Ten other USDA employees also received certificates signed by Secretary Block for being nominated by their agency for the overall Departmental nomination. Among them (below, front row, l.-r.) were: John W. Hodge, a program specialist with the Agricultural Stabilization and Conservation Service in Springfield, Ill.; Zeb S. Byrd, a loan specialist with the Farmers Home Administration in Raleigh, N.C.; and Billye C. Word, a county office assistant with FmHA in Guntersville, Ala.



proposed a formula which would have moved the anniversary date for within-grade step increases for all managers and supervisors covered by merit pay to this past October 1. But, Devine said, the Comptroller General argued that making the proposed first-year, one-time-only adjustment and other technical matters would increase the cost of implementing merit pay above that allowed by law.

"It is still my intention to move in the direction of a full merit pay

system which provides greater rewards to those whose performance on the job is above average," Devine said. "I view the alternate merit pay system which we will now implement as a transition vehicle, a plan which will achieve the objective of rewarding managers for their performance. In the meantime, we will explore with the appropriate Members of Congress ways of making the system more closely reflect the kind of merit pay program the administration and Congress both want."

□

Are You a Graduate School Success?



Since 1921, the USDA Graduate School has helped thousands of employees in both the public and private sectors to improve their job skills and to train for better positions.

The school offers a wide variety of daytime, evening, and correspondence courses in a broad range of career fields—from accounting to computer programming to paralegal studies to public administration. Participants in the school's programs come from all around the country, as well as from overseas. Many of the enrollees are college and university graduates who want to continue their education by learning to speak foreign languages, or by learning music and dance, art and photography.

Enrollment in the Graduate School has grown steadily since its inception, and nearly doubled within the past 5 years—from fewer than 30,000 students in 1976 to over 48,000 in 1981. The school does not grant degrees, but it does offer certificates of accomplishment that reflect com-

plete, well-rounded fields of study which help individuals prepare for specific careers. Because the school is highly regarded, the government's top personnel office—the Office of Personnel Management—accepts credits earned through the USDA Graduate School, for job application and qualification purposes, on the same basis as those earned from accredited colleges and universities.

To help celebrate its 60th anniversary this year, the school plans to feature "success stories" in its newsletter and wants to hear from students and alumni who credit their success in obtaining better positions, in part, to courses offered by the Graduate School.

The Graduate School asks that people wishing to relate "success stories" contact **Miriam Montag** or **Jerry Abella** at the Graduate School Information Office, Room 129, 600 Maryland Ave., S.W., Washington, D.C. 20024, or call them on area code 202/447-4419.

Jones Heads P&SA

Secretary Block has appointed **B. H. Jones** as administrator of the Packers and Stockyards Administration. The agency is responsible for administering the Packers and Stockyards Act, a fair trade practices law which promotes fair and open competition in buying and selling livestock, meat, and poultry. As administrator of P&SA, which recently became a separate agency as the result of a USDA reorganization, Jones will report directly to C.W. McMillan, who is assistant secretary for marketing and inspection services.

Jones assumed his new position after serving as vice president of the National Cattlemen's Association for the last 4 years. From 1971 to 1977, he was executive vice president of the National Livestock Feeders Association, and assistant director of agriculture of the Nebraska State Department of Agriculture from 1961 to 1967.

Jones has also held various agricultural research and journalism

positions and has been a consultant to a national farm publication, trade associations, cattle operations, and the news media.

Jones spent his youth ranching and farming with his father and two brothers in western Colorado. He received a bachelor's degree from Colorado State University, and a master's degree from the University of Illinois.



B. H. Jones

Oops!

In the last issue of this newsletter (October 21, 1981), **USDA** incorrectly identified an employee pictured on page 4 as Dr. Richard A. Farley. The employee pictured looking over an exhibit should have been identified as Dr. Steven C. King, northeast regional director of the Agricultural Research Service. **USDA** regrets the mistake.

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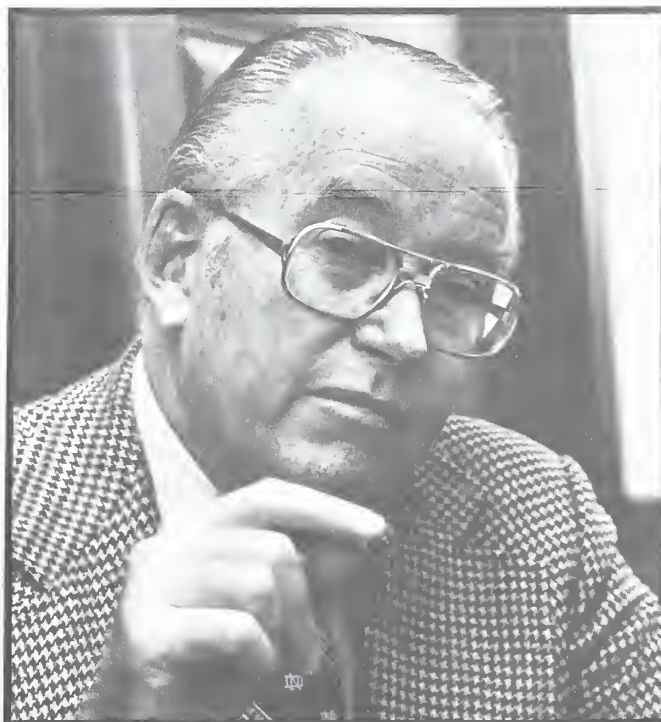
Milton Sloane, Editor
Sharon Edwards, Assistant Editor

Deputy Secretary Lyng Shares His Insights on What Will Be Happening in USDA

Q. What are the special functions of your job as Deputy Secretary and how would you describe the relationship of your office to the Secretary?

A. My job is like that of a chief operating officer, I would say, with the Secretary being the chief executive officer. There's no question about who's in charge—the Secretary is the boss.

But the job of Secretary is such a demanding one in terms of travel and in terms of important meetings that there simply isn't enough time for him to sit down and go through the details of such things as the USDA budget, for example. He knows what the budget is. He makes the crucial decisions on it. But somebody has to take the budget package and go through it to decide what are the major issues of concern and what are the options; condense the package, and make a recommendation. The Secretary can then accept it or reject it, or take a look at other options. That's the way we operate. Not only on the budget, but on a host of issues.



Q. What are some of the major items you would like to see USDA accomplish over the next few years?

A. In the Department of Agriculture, there is always a certain amount of crisis management that has to be done. There's almost always something happening. But we have committed ourselves to making the Department a strong spokesman within the federal government—and around the world—for this Nation's farm people. We believe that the Department must be responsive to the needs of agricultural producers. We need to help them become more productive. We need to minimize the government interference for these people who we think in some cases have been overly

"We have committed ourselves to making the Department a strong spokesman for this Nation's farm people."

dominated by federal regulations. In the broad sense, we want to see agricultural exports expanded. We've worked very hard and vigorously on that.

Q. What effect will the President's request for additional cutbacks have on the Department and on USDA employees?

A. USDA will certainly not be exempt from budget cuts; it hasn't been exempt, so it will continue to be subject to budget cuts. It's a little hard to predict, regarding any specific

program, what the impact will be. There will be some reduction-in-force and the Department will have in the next 3 years fewer employees than it has today. This probably means that there will be fewer new initiatives, and those functions that have fulfilled their goals or can be dismissed will be eliminated. We're in a very tight, difficult budget situation. And that will prevail, I would say, for a number of years.

(cont'd on page 2)

(cont'd from page 1)

Q. How many jobs do you think USDA will lose as a result of the President's request?

A. I couldn't say. That has not been pinpointed. I don't think it's going to decimate USDA. We have many very essential functions which will be maintained, and I certainly wouldn't want my comments to indicate that this is a sinking ship and people should start abandoning. We have a lot of highly trained technical people here, and Agriculture is going to continue to exist as a very major function of the federal government.

Q. What is the current figure for reducing this year's budget, and will next year's figure be different?

A. The President proposed a 12 percent across-the-board reduction in what are called "controllable programs." Those are the nonentitlement programs. The major entitlement programs here are the food stamps and the commodity loan programs. There's a lot of money involved in those. In the controllable programs, the President has asked the Congress to reduce the 1982 budget by 12 percent. Congress has not yet acted on that, although the Senate Appropriations Committee has. However, there are indications that Congress is not going to fully agree with the President. We'll just have to wait and see.

The fiscal 1983 budget will probably be tighter. That's under development now and won't be known until the President announces the new budget, typically in mid January. I would say that there's a very good chance that it will call for further tightening.

Q. What will happen to FGIS now that about 1,000 of its employees are being rified?

A. It will continue to be a strong agency. I think the administrator of FGIS believes that he can get along very well with

"USDA will not be exempt from budget cuts. Over the next 3 years the Department will have fewer employees than it has today."

the cutbacks. One of the problems he faced—along with some other folks—was that it has been decided to make FGIS self-supporting under a user fee concept. The grain industry said that if they're being asked to pay for grain inspection, some modifications would have to be made. I am confident that FGIS can continue to fulfill its mission.

Q. Do you foresee any areas in the Department where there might be budget shifts?

A. We'd certainly like to see some shifts away from the amount of money we're spending on dairy supports. I think that will be one of the major shifts. We will be spending less as the years go by, compared to fiscal years 1980 and 1981. The high priorities that we've given in the budget are in the areas of research and education and market development. Those are areas that will not necessarily be expanded in terms of budget, but probably will suffer the least, if any cuts at all. We did increase those budgets for fiscal 1982.

In some other major areas of the Department, I think we'll see a rather general tightening up rather than the elimination of many programs.

Q. Do you favor contracting out more USDA work, either to reduce USDA employment or to channel more business into the private sector?

A. No, I don't. You have to take each on its merits. Obviously, if an agency plans to conduct a one-time only study, and it doesn't have enough people to do the job, it would be better to hire a contractor than to build up a staff on a permanent basis to do the study. But I think that the first thing



we always ought to do is to determine whether we can do a given job with the people we already have. . .to see if we can use people who are not busy. I think it's pretty hard to generalize here, but I don't believe we accomplish anything by just letting people go and then hiring them back as consultants. That doesn't make sense at all.

Q. Would you advise your daughters or anyone else's child to enter federal employment?

A. I think I would, but I'm deeply concerned about the pay compaction problem in the federal service. My personal view is that there's nothing wrong at all with career executives in the federal government getting paid more money than political appointees or Congressmen. Those of us who are political appointees come and go, and there are some long-term benefits to this group that career employees don't get. But I also think that political appointees should get paid more. Because of pay compaction, this administration was unable to recruit people in many cases. People just couldn't afford to take the jobs, particularly younger people with families who had to move.

But pay compaction, to my way of thinking, is not as great a problem to political appointees as it is for the career civil servant who's gone through a series of caps, which has made federal pay unresponsive to the needs caused by inflation. I think that's a terrible mistake. If someone were to tell me that this was going to be the pattern from now on, I would not advise my daughters to work for the federal government, because it's unfair and it's unwise. I hope it will be corrected very soon.

- Q. How do you feel overall about the civil service compensation system of pay, fringe benefits, etc., compared to private industry's?
- A. Overall, I think government workers have done all right. I've been on both sides of

time when their skills are the most valuable, it seems to me. I'm not suggesting that the retirement benefits are too high, although I think that there have been some excesses in the indexing.

One problem I find in federal government is that we don't have a regular system of continuing to move people up at the higher levels which affects not only those individuals but a host of people down through the ranks. That needs to be changed.

- Q. What, in your opinion, are the advantages and disadvantages of merit pay?
- A. I'm not completely familiar with all of the details of the system. I know that it's controversial and that it sounds like a good idea.

"The high priorities that we've given in the budget are in the areas of research and education and market development"

this—I was in private industry, and I was in the government—and I would say that government pay at the entry and lower grade levels compares reasonably well with that of private industry. Of course, at a time like this, with heavy unemployment, one can get lots of people who will go into those entry level positions.

But as people move along, and develop skills and gain some seniority, the pay doesn't move fast enough. It doesn't keep pace with private industry—particularly for the top level managers. And that affects people at quite a few levels down.

Fringe benefits—things like pension and vacation time—are actually better in government, generally, than in the private area. For example, you have the indexing of the pension. Retirees are treated much better by the federal government than are the employees, but that encourages early retirements of people right at the

- Q. Agriculture seems to be increasingly affected by world events—such as foreign trade, trade barriers, other countries' economies. How does this affect the management of the Department?

A. It affects it a great deal. We have to travel more, for one thing. We spend a lot of effort outside of the country, and that's not very glamorous after you've done a little of it. You get awfully tired of riding on airplanes for long hours and going through many time changes. The fact is that the Department's role is much more extensive as the result of world events. Every day there are issues that we have to deal with in Asia, Africa, South America, the Soviet Union, and Europe. When I first came here in 1969, our export sales that year, I think, were something like \$5 billion, maybe \$6 billion. This year's figure shows an eightfold increase over a relatively few years. Now, the output from almost 2

out of every 5 acres harvested is exported. USDA, if it's going to be responsive to the needs of agriculture, must be involved in what is an international situation. It used to be that when we had a surplus food item, we sold it overseas. Now, those overseas buyers are a major, regular market for U.S. farm products—a market which will continue to expand.

- Q. Do you think that USDA and the producers that it represents are getting a fair hearing by this administration?
- A. Definitely yes. Secretary Block is a real fighter, and we haven't lost a fight yet.
- Q. There's been a lot of talk lately about the Farm Bloc. On one hand, some say it is coming unglued; others say that it is gaining new vigor. What's your opinion of that, and how does it affect the administration of agricultural programs?

- A. There's a little mythology about the Farm Bloc. Farm people have never all gotten together on a regular basis, across the board. Once in a while, they'll get together when it serves their interests. Today, they get together quite frequently, but sometimes their interests don't agree. I'm not worried about the Farm Bloc in terms of its becoming weak.
- Q. Do you foresee any new initiatives coming out of the Department to support farmers?
- A. Not in the sense of government payments or subsidies or that sort of thing. If anything, any new initiatives will be in quite the other direction. Our philosophy—our strong belief—is that what the farmers of this country want is very limited government domination or even interest in their activities. Right now they're very anxious for improvement in the economy. High interest rates are causing farmers excruciating pain. Prices are low, costs are high, net incomes are low.

(cont'd on page 4)

(cont'd from page 3)

What they would like right now would be for the government to do what it can to control federal deficits, control inflation, and to control interest rates. If that's done, then domestic and world economies will expand and be healthy, employment situation will improve, and we will have a healthy system to buy our farm products. But in terms of new initiatives—grants or aid of various kinds to farm people—I don't anticipate that in this administration.

Q. What would you say to the charge that consumers are being shortchanged by this Department?

A. I would deny it. We don't think you have to make a choice between consumers and producers. We believe firmly that what's good for American farmers is good for American consumers. Anyone who believes that agriculture is shortchanging consumers should go into one of our supermarkets and then take a trip to Europe, or to Japan, or anywhere else, and go into their stores and compare the prices.

Actually, agriculture is working for less than it should in this

country, and consumers are the beneficiaries of that. Here in the Department, no actions will be taken by this administration that will be anti-consumer.

Q. Does USDA still support the idea of establishing regional information offices in view of the fact that AMS has closed two of its regional offices and FGIS and FSIS are pulling out of those AMS offices?

A. I don't think that we have ever had a policy of establishing regional information offices. There may be certain agencies that have information offices in their regional offices, but I don't know that we have an overall Department policy on those offices. I think we leave that to the individual agencies who manage to get it into their budgets.

We try not to dominate the information situation. There are some areas where we are cutting down—some will be reduced more than others—so that perhaps we won't have as many people out in the regions. And you can argue that two ways. Modern communications can do a lot from central locations in terms of information. I've heard the arguments on both sides.

Q. What effect will the publications/audiovisual moratorium have on reducing the number of information people in USDA?

A. I can't give you any details, but I suspect it will have a substantial impact.

Q. What influenced your decision to return to USDA?

A. I was invited to do so by Secretary Block and by the President. When the President of the United States asks you to do something, how are you going to turn him down? After I was able to persuade my wife to continue to live with me, I came back. I'm enjoying it. I like it. I'm not making a big sacrifice. USDA's a good place to be. I have a feeling of fulfillment here.

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Milton Sloane, Editor

Sharon Edwards, Assistant Editor



At a ceremony in the USDA Patio on October 16 to commemorate the first annual World Food Day, Deputy Secretary Richard Lyng (above, left photo) spoke of the American tradition of donating food to countries in need. To illustrate the longstanding commitment, he displayed a 1918 food aid poster, which occupies a prominent position in his office. The poster was designed to appeal to Americans to appreciate their bountiful food supply and share it with those who were less fortunate in Europe following World War I. After the ceremony, employees and guests—including former Agriculture Secretary Clifford Hardin (1969-1971)—attended a reception (right photo) which featured an exhibit sponsored by USDA's Office of International Cooperation and Development. The exhibit illustrated the scope of agricultural training and technical assistance programs which OICD provides to developing nations in cooperation with international organizations.

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USDA Productivity Going Strong

USDA employees in 1980 achieved the highest productivity level recorded for the Department since fiscal 1967, the first year the Bureau of Labor Statistics (BLS) began tracking productivity by federal agencies.

Data released by BLS indicate that USDA employees last year delivered services with 23 percent more efficiency than they did in 1967. Further, USDA employee productivity in 1980 increased 3.4 percent over 1979.

The data used to determine government productivity were accumulated by agencies over the 13-year period for the Federal Productivity Measurement Project. The project is supervised by the Office of Personnel Management

and technical support is provided by BLS. The data used to arrive at an agency's level of productivity are the "input"—the number of employee-years expended (an employee-year is 2,080 paid hours)—and the "output"—a weighted summary of all services delivered (number of soil sample tests, loans processed, etc.) The project used 1967 as the base year, with all data representing 100 percent for comparing with succeeding years.

For example, in 1980 the Department expended 8.4 percent more in employee-years than in 1967, but delivered 34.9 percent more services than in 1967. Subtracting the lower percentage from the higher produces the productivity

index for the year. Therefore, the productivity index for USDA in 1980 is determined as follows:

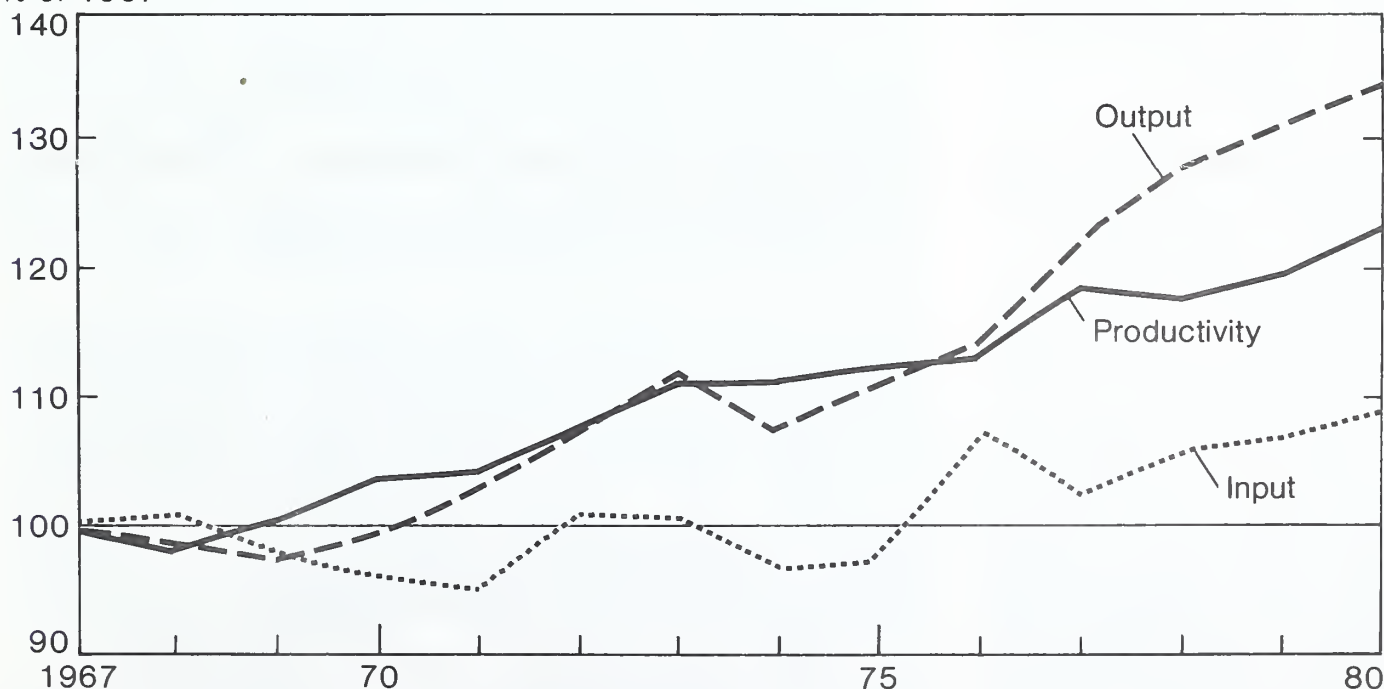
1980	Percent
Output (34.9 percent more than in 1967)	134.9
Input (8.4 percent more than in 1967)	-108.4
Productivity Index	123.1

The accompanying graph shows that the productivity level in USDA has risen almost steadily over the 13-year period. Furthermore, the Department's productivity record is slightly higher than the average productivity rate for the federal government as a whole.

(cont'd on page 2)

U.S. Department of Agriculture Productivity Indexes FY 1967-1980

% of 1967



Source: U.S. Bureau of Labor Statistics

(cont'd from page 1)

The agencies say that making better use of labor resources is the key to greater productivity. One large regulatory program reported that in 1980 it met a 51 percent increase in workload while employment decreased 16 percent. Some agencies reported they are looking at every aspect of their work—studying operations, workloads, and staffing—and then spreading resources in a more equitable manner. Some said they made improvements in procedures which delivered services more effectively.

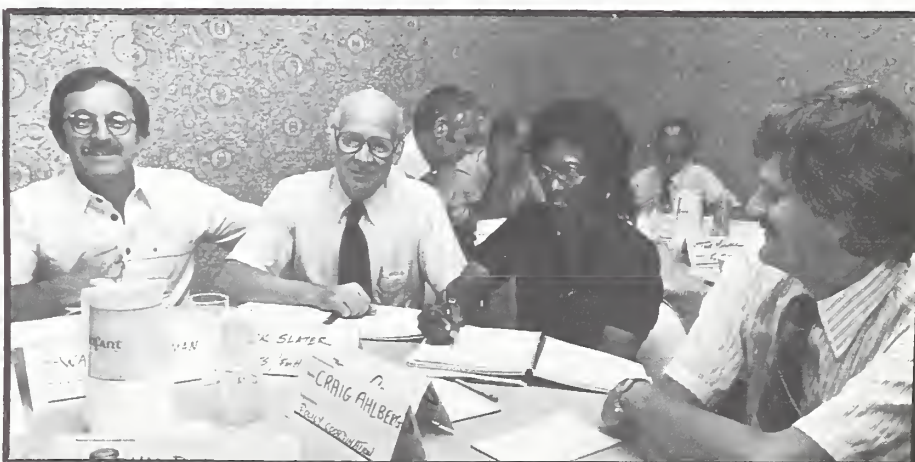
The agencies indicate the upward trend in productivity will continue next year, as labor cuts are absorbed and resources management improves. □

Three members of the first graduating class of USDA's Senior Executive Service Candidate Development Program congratulate each other at a reception following their graduation. They were among 25 Department employees who successfully completed the program designed to prepare GS-15's for higher level executive responsibilities. They are (l.-r.) Donald C. Bivens of the Soil Conservation Service in Nashville, Tenn.; David L. Hamer, Jr., of the Food and Nutrition Service in Washington, D.C.; and Karen N. Hanson, formerly of the Farmers Home Administration in Syracuse, N.Y.

More than 200 supervisors and managers of the Farmers Home Administration recently attended a 2-day training session in equal employment opportunity. The course was designed to provide trainees with an understanding of EEO requirements. It was also designed to assist them in integrating EEO policies in day-to-day decisionmaking and personnel management responsibilities in terms of removing artificial barriers and minimizing the possibility of discriminatory employment practices. Among those attending the training course, which was held in Overland Park, Kans., in Nashville, Tenn., and in the Nation's Capital, were (in foreground, l.-r.): Warren Clayman, Richard Slater, Joncie Green, and Craig Ahlberg, all FmHA employees in Washington, D.C.



Dr. Mary Nell Greenwood (left), administrator of USDA's Extension Service, recently received the 1981 National Distinguished Service Ruby Award presented by Epsilon Sigma Phi, a national honorary Extension fraternity. The fraternity recognized Greenwood for her outstanding service to American agriculture through her 30-year Extension career. Presenting the award, which carries a certificate and a diamond and ruby pin, is the fraternity's president, Dr. J. Cordell Hatch, a member of the staff at Pennsylvania State University.



Forestry Researcher Named "Professional of the Year"

Dr. Irving B. Sachs, a research forest products technologist in Madison, Wisc., has been named 1981 Professional of the Year by the Organization of Professional Employees of the Department of Agriculture (OPEDA).

Dr. Sachs was recognized for his research contributions, which included increasing the efficiency of converting wood pulp, derived from secondary wood species and recycled paper, to fiber-based products for packaging consumer goods. He received the award at OPEDA's national council meeting in College Park, Md.

Before joining USDA in 1958, Dr. Sachs conducted cancer research in commercial laboratories. He received bachelor's, master's, and Ph. D. degrees from the University of Illinois



Q. & A. on Retirement (Part II)

Following are some more of the most frequently asked questions concerning the Civil Service Retirement System. Earlier questions regarding the system appeared in the "USDA" dated July 29, 1981. According to the Office of Personnel Management, much of the information does not apply to former employees, who were separated from government before October 20, 1969. Retirement information on those persons may be obtained by writing OPM, Civil Service Retirement System, Washington, D.C. 20415.

Q. How many kinds of retirement are provided for in the retirement law?

A. Five. They are mandatory, optional, disability, discontinued-service, and deferred retirement.

Q. Is there a minimum requirement for retirement in terms of civilian service?

A. Yes. Five years of civilian service are required before retirement eligibility exists.

Q. Under what conditions may an employee retire optionally?

A. Upon meeting one of the following minimum combinations:

- a. age 62 with 5 years of service
- b. age 60 with 20 years of service
- c. age 55 with 30 years of service

Both age and service requirements must be met at the time of separation. For instance, an employee who separates at age 53 with 31 years of service will *not* be eligible for annuity at age 55 but will have to wait until age 62. However, during a period an agency is undergoing a major reduction in force, an employee may retire optionally at age 50 with 20 years of service or regardless of age with 25 years of service. In this kind of retirement, the annuity is reduced by 2 percent a year for each year the employee is under age 55.

Q. Under what conditions may an employee retire for disability?

A. An employee must become totally disabled for useful and efficient service and have com-

pleted at least 5 years of civilian service. An employee may *not* retire on disability, however, if the employing agency offers the disabled employee an alternative position which the disabled employee can perform and which is at a comparable salary and within the same geographic area.

Q. May disability annuity be based on any disease or injury?

A. No. It may not be based on a disability of short duration, or on disability due to vicious habits, intemperance, or willful misconduct on the employee's part within the 5-year period before becoming disabled.

Q. Are further medical examinations necessary after an employee is placed on the disability annuity roll?

A. Periodic examinations are required until the annuitant reaches age 60, unless in the meantime it is found that the disability is of a permanent nature. A finding of permanent disability may be made upon the first or any later examina-

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tion, and generally will eliminate the need for any further examination.

Q. Is reinstatement in the federal service automatic upon recovery from a disability?

A. No. The individual must locate a position by his or her own efforts.

Q. Who is eligible for discontinued-service retirement?

A. Any employee who is separated involuntarily, not due to misconduct, after reaching age 50 and completing 20 years or more of service, or after completing 25 years of service regardless of age.

Q. How is the amount of annuity determined?

A. The amount depends primarily upon an employee's length of service and "high-3" average pay. These two items are used in a formula which produces basic annuity. The basic annuity obtained by using the formula may then be reduced or increased for various reasons.

Q. How is an employee's "high-3" average pay figured?

A. The "high-3" average pay is the highest pay obtainable by averaging the rates of basic pay in effect during any three consecutive years of service, with each rate weighted by the time it was in effect. Here is an example of an average pay computation which covers the 3-year period from July 1, 1975, to June 30, 1978:

Rate in effect from—	Time rate was in effect			Annual rate	Gross pay
	Yr.	Mo.	Dy.		
7-1-75 through 10-11-75	0	3	11	@ \$13,679=	3,838
10-12-75 through 10-9-76	0	11	28	@ 14,358=	14,278
10-10-76 through 10-8-77	0	11	29	@ 14,979=	14,937
10-9-77 through 6-30-78	0	8	22	@ 16,035=	11,670
	3	0	0		\$44,723
"High-3" average pay					\$14,908

Q. Must the "high-3" average pay be figured over three calendar years?

A. No. The 3-year period used need not start on a January 1. It may start and end on whichever dates will give the 3 years over which the highest average pay can be obtained. Because an employee's pay tends to increase the longer he or she works, the "high-3" average will usually be found during the last 3 years of service, but any other 3-year period may be used if it will produce a higher average pay.

Q. May a period of service for which the employee owes a deposit or a redeposit be used in figuring the "high-3" average pay?

A. Yes.

Q. What is the general formula for obtaining the basic annuity?

A. (a) take: 1-1/2 percent of the "high-3" average pay and multiply the result by service up to 5 years.

(b) add: 1-3/4 percent of the same "high-3" average pay multiplied by service up to 5 additional years.

(c) add: 2 percent of the same "high-3" average pay multiplied by all service over 10 years.

The result is the basic annuity. Here is an example of how the formula would be applied to an employee with 30 years of service and a "high-3" average pay of \$12,000:

Take: 1-1/2 percent of \$12,000
(or \$180) x 5 years \$900
Add: 1-3/4 percent of \$12,000
(or \$210) x 5 years 1,050
Add: 2 percent of \$12,000
(or \$240) x 20 years 4,800
Basic annuity (per year) \$6,750

Q. How is disability annuity computed?

A. The formula used to compute disability retirement is different from the general formula

used to compute optional, discontinued-service, and deferred retirements. The law guarantees a minimum annuity to employees who retire on disability. If, however, the general formula yields a greater annuity, it will be used. The guaranteed minimum is not a fixed amount but may vary from one employee to another depending on age and "high-3" average pay. The guaranteed minimum in a particular case would be the lesser of the following amounts:

- 40 percent of the employee's "high-3" average pay, or

- the amount obtained under the general formula after increasing the employee's actual creditable service by the time remaining between the date of separation and the date of attaining age 60.

A. Are there any prohibitions against the payment of an annuity?

Q. Yes. Title 5 of the United States Code prohibits payment of annuities in the case of employees who have committed certain specific offenses involving the national security of the United States. A person who is barred by this law cannot receive annuity.

Q. May a person keep health benefits coverage after retirement?

A. Yes, if the person retires on an immediate annuity and was enrolled (or covered as a family member) under the health benefits program from the date of his or her first opportunity or for the 5 years of service immediately preceding retirement.

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

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Under Secretary Naylor Talks About Program Changes

Frank W. Naylor, Jr., is under secretary for small community and rural development in USDA, and oversees the activities of the Farmers Home Administration and the Rural Electrification Administration. Naylor has worked for USDA on two other occasions—as deputy administrator of the Federal Crop Insurance Corporation in 1969, and as associate administrator and administrator of FmHA from 1973 to 1976.



Q. What are USDA's objectives in rural development?

A. I think our primary objective is to work with those areas that are truly rural in character, and to assist them in becoming knowledgeable about various State and federal programs available to help improve the rural quality of life. The basic charge of the Rural Development Act is to see that rural areas receive proportional access to the various federal programs, not only in USDA but in other departments as well.

We have the delivery system to help them become aware of those programs and to give them an opportunity to participate in them. Prior to this administration, we were in a number of fringe urban areas where I don't believe we should have been. We are moving away from those areas. What we're trying to do is to redirect our efforts to focus our attention on truly rural areas. We intend to see that

services are adequately provided, either through our own programs or through a combination of government programs and commercial programs.

The sum of our objectives is to provide a variety of counseling and services, lending authority, and a few grant programs to meet the wide range of needs that are part of our charge for rural America. On the other hand, we have proposed to withdraw from those areas that properly ought to be handled commercially.

Q. The Secretary has said that one of USDA's first orders of business in rural development will be to reduce the size and scope of the Department's program activity. In view of that, which rural development programs in USDA are likely to be reduced or eliminated?

A. Perhaps the single, biggest change will be the elimination of the emergency disaster lending program, which already is being phased out. It will be replaced by the federal crop insurance program. We are maintaining about the same level of real estate lending in the agricultural area, and one of the few actual increases in the budget is in short-term or operating loan credit for farms. In housing, we have proposed cutting back significantly on the unsubsidized, moderate - income housing program and maintaining about the

same level of funding in the low-income housing area, both in rental and individual housing assistance.

We have already reduced to some extent the community facilities program, as well as the sewer and water program. Despite that, I think we'll maintain or actually expand the actual delivery of those two programs in the future, because we're looking for commercial sector involvement along with the Farmers Home Administration. We are proposing that funding for the business and industrial loan program be phased out, and that the same apply to the alcohol fuels program. Congress is proposing another course of action for those two programs, but we feel that they should be phased out.

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We anticipate that the rural development program will change from about a \$16 billion program in 1981 to just under \$10 billion in funding authority in 1982. And there will probably be some additional revisions.

Q. How will those reductions affect Farmers Home Administration employees?

A. The reductions won't affect the number of employees at all. At least, we have proposed no change. The reason for that is that, in the past, the Farmers Home Administration was unable to carry out its loan servicing responsibilities. The agency simply was not providing the counseling, or assistance, or supervision that is necessary for a loan to be successful, as it should be. Agency employees were not doing loan supervision work because they were so involved in making new loans and in expanding the program. Now, the program size is being cut back to a level that is manageable by today's staff. If they do the kind of servicing and counseling that needs doing, it will take the staff we have now to manage the program size we're moving toward. As for a reduction-in-force, there is none planned for Farmers Home, nor has one been recommended.

Q. How are USDA employees being used to help small rural communities benefit from the professional services required for first-rate rural development?

A. The biggest, new step is the beginning farmers and ranchers program, to help identify and get started in farming those people with a high potential for success. This Departmental effort involves at least a half-dozen agencies, with funding from the Farmers Home Administration. The program provides high-potential, full-time producers with counsel on financial matters as well as on operating matters, until they are able to

support themselves from their farming and ranching enterprises.

We also are working at the community level with planning districts and other public bodies to determine their rural development priorities, the best ways to meet them, where to get commercial assistance in addition to government support, and to build and develop new rural community projects.

Q. Is rural development as practiced by USDA a threat to, or contrary to, the preservation of prime farmlands?

A. If the acts are properly carried out, no. But there have been, over the last 3 or 4 years, situations where rural developments on the fringe of urban areas have cut into prime farmland. In my judgment, the developments probably should not have been made at all. But if we properly follow our own regulations and our own internal guidelines, USDA rural development practices should not be a threat at all to prime farmland areas. In fact, they should be very complementary to efforts to preserve prime farmland.

Q. Is there anything specific that USDA is doing to see that rural development does not encroach on prime farmland?

A. Increasingly we are turning to local communities to make the decision whether it's in their best interest to develop their community—and in what fashion—so that development doesn't encroach upon or make waste of farm property or prime farmland. I think that process will continue to be very carefully followed. Certainly, USDA is not interested in seeing or having forced upon communities big sub-developments that eat up a lot of land or use prime farmland in a way that may not be appropriate. Basically, communities have to make their own decisions as to their objectives and priorities.

Q. What would you say to the suggestion that rural development programs should be turned over to the Department of Housing and Urban Development?

A. I think the HUD title suggests its area of responsibility, and I think that department quite appropriately is and should be in the business of urban development. But HUD does not have the vast field office delivery system that USDA has. Nor, for that matter, does any other government agency. And in remote rural areas, that is a very critical factor. Our USDA field office networks are something unique to agriculture and



"I think rural development programs should be sized to do no more than what federal government ought to be doing, and that is to serve the people we're supposed to serve."

unique to rural America. And they will continue to be. I don't think that rural development should be turned over to HUD, or to any other department, because agriculture and rural communities are directly interrelated. I don't see how the two can be separated.

Q. What's to become, in your opinion, of unskilled workers in rural America, as the areas become more industrialized, and since metropolitan areas can't seem to find any use for them?

done properly, it is very successful and provides a good base, allowing families to stay in rural areas. In my opinion, that's a much more desirable living situation.

Q. Do you think the growing shift in population to rural America will mean increased voting power in rural communities, particularly in the Sunbelt areas?

A. In the Sunbelt States, period, I think you'll continue to see an increase in voting power. But

reduce federal borrowing and thus reduce interest rates. Because the amount of money the government borrows and takes out of the market has a major impact on the whole economic problem. Until federal borrowing is reduced—and reduced significantly—it's going to be very difficult to bring interest rates under control on a long-term basis.

Q. Will REA continue to make and guarantee loans to rural cooperatives?

A. Oh, sure. The agency will continue to have a very significant role in financing major cooperatives. We expect that REA will maintain its full program levels, even though there are several major cooperatives already using alternative sources of funding which are competitive with our own. I think that REA will still be the primary lender for some time.

Q. There's been some talk that REA might be phased out. Is there any truth to that?

A. I haven't seen anything to that effect. And I don't expect to see anything. I think there will be a continuing need for federal involvement in rural cooperatives through REA for the foreseeable future. However, things change. And I suppose that if conditions change markedly, we would change too. But I don't see that being the case right now. I don't see any time in the future when we wouldn't have a very significant role in the rural electric and rural telecommunications activities.

Q. Is rural development being accomplished, or can it be accomplished, without federal help?

A. There are some areas where rural development probably could not be accomplished, in the desirable fashion, without some government assistance. But there are probably other areas where development

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"I don't see any time in the future when we wouldn't have a significant role in rural electric and rural telecommunications activities."

A. I think the key lies in encouraging manufacturing and other types of firms to locate in rural areas and provide long-term employment opportunities. Many communities already have programs to help train people with limited skills to gain employment in a manufacturing type of facility. We've seen a number of those kinds of facilities go into rural communities quite successfully. There are firms that I'm aware of that are generally quite pleased to find that the rural work force is stable and highly productive and that everything about the general working environment is better.

It's also quite profitable for businesses to locate in many rural communities. I don't think it's a good idea to move unskilled labor into urban areas, because all we're doing is moving them into crowded areas—more often than not—and forcing them onto welfare when they don't have to be on welfare. If we can develop industries that are stable and established in rural communities, people can stay in a good environment, earn an adequate income, and enjoy long-term employment. There's a lot that can be done. From what I've seen done, when it's been

in rural areas, generally, the increase in voting strength will probably be much slower. While the growth rate is significantly higher in rural areas, that population shift takes a long time to translate into State legislative districts, and even longer to translate into Congressional districts.

On the broad scale, I think you are already seeing a significant shift in Congressional seats to what are called Sunbelt areas. But that isn't limited to just rural areas. There's a lot of urban shift in there, too. So I don't think the shift in voting should be seen strictly as a rural phenomenon. It really isn't.

Q. Has Farmers Home or the Rural Electrification Administration (REA) been asked to cut back on borrowing to relieve the pressure on interest rates?

A. Oh, yes. A Presidential message on federal credit programs a short time ago requested both Farmers Home and REA to make some revisions in their lending authorities. Farmers Home had already made some significant revisions, but was asked to make even more. Those revisions are, in large part, an attempt by this administration to

(cont'd from page 3)

could be achieved in other ways, through technical support, advice and counseling, planning assistance, and in some ways, through lending programs.

Q. How have USDA's rural development policies changed over the last 10 years?

A. The one major change I have observed is that over the years the Department got away from the Congressional intent and objective for rural development. I believe we have an obligation to get back on track. That's what we're attempting to do now. I think the rural development programs should be sized to do no more than what the federal government really ought to be doing, and that is to serve the people we're supposed to be serving.

I think Congress has agreed that the Department had gotten into some areas where it didn't belong, and Congress has been very critical of that. That needed to be changed. I think that's why we've had cooperation on a number of our proposed changes on both sides of the aisle.

Q. How did you get into agriculture?

A. Although my father and mother were teachers, our family has been a farming family for several generations. My wife's family has been a farming family, and we still have a family farm in southern Kansas. I haven't been involved with the management of it, but our family has been tied to agriculture in one way or another for several generations. I spent many summers during my youth on farm operations of one kind or another.

Originally, I came to the Department to work in the Federal Crop Insurance program under Secretary Hardin. At the time, I'd had some exposure to agriculture, but that was the first time I was involved on a full-time basis.



At an orientation for USDA's Presidential Management Interns, deputy assistant secretary for administration John E. Schrote (at head of table) congratulated the interns on their selection to the program, and expressed support for the program's continuation. It is an excellent method, he said, to recruit and develop people with top management potential. He encouraged the interns to continue to learn, to observe, and to respond to their instincts. "Probably at no time in the history of this country will there be greater demand for exceptional managers in public service," Schrote said. Attending the orientation were (clockwise, from Schrote) interns Lynette Brouwer, Forest Service; Cynthia Piltch, Food and Nutrition Service; Ken Hampian, Farmers Home Administration; Carol Singer, Food Safety and Inspection Service; John Aldones, FmHA; Elizabeth Berry, Foreign Agricultural Service; Laurence Anderson, FmHA; Frank Grimes, Animal and Plant Health Inspection Service; John O'Connell, FSIS; and Tom Gill, head of USDA's executive development unit, who gave a historical overview of USDA.

That occurred as a result of my having been involved in insurance management. I hadn't been involved in crop insurance, of course, because there wasn't anybody in crop insurance outside of the government. At the time, the administration was having some problems with crop insurance and I was asked by Secretary Hardin to come do some work on that. I haven't gotten away from agriculture since.

Q. You've been with the Department now on three separate occasions. What is it about the Department that keeps you coming back?

A. Old soldiers never die, I guess. I just enjoy agriculture. I enjoy farming. I enjoy the entire agricultural movement. I enjoy the people. Not only the people in USDA, but also the people we work for—farmers, ranchers, and rural people. They are simply very fine people.

ple, and it's very rewarding to work for them. I enjoy being part of them.

I just got back from the Future Farmers of America convention. And I feel that the 23,000 youngsters who attended that convention are as fine a group of young people as you'll ever find anywhere on this earth. I enjoy very much working with those people.

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Milton Sloane, Editor
Sharon Edwards, Assistant Editor

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FEB 16 '82

Furloughed for what many thought would be an indefinite period, USDA employees stream out of the USDA complex in Washington and head for cars, buses, and subway trains enroute home. The furlough lasted only a day.



The Day USDA Was Shut Down

One by one they filed into the fifth floor conference room. But unlike at previous staff meetings, there wasn't the customary pre-meeting chatter. Instead, there was the quiet concern that something significant was about to take place. After all, most staff meetings are held on Wednesday, and today was a Monday.

After everyone had assembled, the employees' chief confirmed what most had suspected.

"I've just been informed that as of noon today (November 23), the Office of Governmental and Public Affairs (GPA) is being shut down. After that time, the only people allowed to continue working are essential personnel. It has been determined that no one in this room fits into that category. Therefore, at noon, we are all on furlough.

"From now until that time, you

are not to respond to any outside calls, attend any meetings, or conduct any official business. If anyone asks, GPA is shutting down because it has no more money.

"Not only are you to stop work at noon, but you are also to leave the building. No one is to return to work until told to do so. Read the newspaper and watch the television for word on when to report back to work."

Throughout USDA, the above scene was repeated in many other offices as, for the first time in memory, a host of government agencies began shutting down for business. The shutdown was ordered by President Reagan after the White House and the Congress failed to agree on the fiscal 1982 operating budget for federal agencies.

Although the fiscal year began on October 1, a budget permitting

agencies to continue operating had not been approved by November 20. Since October 1, agencies had been operating on a continuing resolution, which enables federal offices to operate at the level of funding approved for the previous fiscal year.

But at midnight on November 20, the continuing resolution expired. That meant, for all practical purposes, that agencies had run out of money.

The President vetoed a new continuing resolution passed by the Congress. But before doing so, he convened Cabinet officers to inform them of his decision and to explain to them his next course of action. About an hour later, the President ordered that agencies be closed.

Aside from USDA, other agencies that furloughed employees includ-

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ed the Department of Labor, the Department of Commerce, General Services Administration, Office of Personnel Management, Department of Transportation, and the Federal Bureau of Investigation.

In USDA, employees, when told that they were being furloughed, raised some serious, heretofore unanswered questions. Many wanted to know what effect the furlough would have on their health care coverage. Others wanted to know how they were going to get their paychecks. Still others wanted to know if they were going to get paid for the hours they worked before being furloughed. One employee asked if there would be enough time, before being furloughed, to get to the credit union. She was told that there already was a run on the credit union by employees withdrawing money in anticipation of at least a week's layoff. The layoff lasted only a day.

Greg Lingafelter, of the Office of Personnel, said that every agency in USDA was affected to some extent by the shutdown, and that agency heads were given the authority to determine which employees were essential. Lingafelter added that, by law, during a shutdown those employees who have been deemed essential are paid only so long as is necessary to

FNS Gets New Agency Head

David B. Alspach, a USDA veteran with broad experience in domestic feeding programs, has been named acting administrator of the Food and Nutrition Service. He replaces G. William Hoagland, who has been named special assistant to Secretary Block for food and nutrition.

Alspach, who began his USDA career in 1971, had served since 1976 as Southeast regional administrator for FNS in Atlanta. In that position, Alspach supervised over 300 employees in eight Southeastern States and was responsible for the direction of FNS feeding programs.

In 1974, Alspach received USDA's second highest honor—the Superior Service Award—for

complete the shutdown process. Once that is done, and if the agency still has no approved budget, then the essential workers are also placed on furlough.

But it never came to that. After being furloughed, employees were told to report the next day and were paid in full for the time they were on furlough. On December 11, Congress passed another continuing resolution which will be in effect until the end of March 1982. □



David B. Alspach

exceptional leadership in directing the Mid-Atlantic region's child nutrition program which substantially improved and expanded nutrition availability to children in Puerto Rico. While on detail to the Nation's Capital in 1978, Alspach also received FNS' meritorious service award for special achievement during the agency's reorganization.

Alspach has served as a member of the Atlanta Federal Executive Board since 1976 and was elected chairman in 1981 and re-elected chairman for 1982. He is a member of the American School Food Service Association and the American Public Welfare Association.



Prior to a White House ceremony, Secretary Block accepted a symbolic check for \$21,717,000 from Everett Rank (right), administrator of the Agricultural Stabilization and Conservation Service. The check represented savings in salaries and expenses by ASCS during fiscal 1981. The savings, which will be returned to the U.S. Treasury, resulted from improved personnel staffing and management practices, reduced employee travel, and more efficient procedures for purchasing office equipment and supplies. In accepting the check, the Secretary said "this tremendous savings for just one agency proves that if we put our minds to it, we can accomplish the President's goal of producing savings in government without reducing the quality of services we provide to the public." The next day, Secretary Block presented the check to President Reagan at the White House.

USDA Employees Earn Rich Rewards

Jesse F. Moore, director of the cotton division for the Agricultural Marketing Service, recently received the second highest award granted members of the Senior Executive Service—the Presidential Award for Meritorious Service. Moore was the only USDA executive to receive the award this year, which carried a \$10,000 bonus.

In presenting the award, Secretary Block cited Moore as having “saved the government more than \$1 million last year alone by consolidating and reorganizing the field offices for cotton classing and market reporting programs.” Moore has been with the AMS cotton division in Washington, D.C., since 1975.



Secretary Block congratulates Jesse F. Moore, (right), winner of the Presidential Award for Meritorious Service

Dr. Essex E. Finney, Jr., an agricultural engineer, received a \$5,000 cash award from USDA for his outstanding performance while working on special assignment to the President. An assistant director for the Agricultural Research Service in Beltsville, Md., Dr. Finney spent 11 months as senior policy analyst on the staff of the science adviser to the President in the Office of Science and Technology Policy.

During the special detail, Dr. Finney developed an analysis of the U.S. agricultural research system in the public and private sectors, and prepared a briefing paper called “Science and Technology in Agriculture,” as well as a series of issue statements on research topics that included food irradiation and food processing.

Dr. Finney joined the Department in 1965 at the Beltsville agricultural research center and was named an assistant director in 1977.



Dr. Essex E. Finney, Jr., (left) received a USDA Certificate of Merit, along with some good-natured teasing, from Dr. Stephen C. King, northeast regional director for ARS. Because a cash award, which accompanies the certificate, had not arrived, King presented Finney a symbolic bagful of money. Dr. Finney is an assistant director with the ARS Beltsville center.

At a nutrition research symposium held recently in the Nation’s Capital, **Dr. Hamish N. Munro**, a USDA research scientist, was the first to receive a newly established Bristol Myers award for Dis-

tinguished Nutrition Research, which includes \$25,000.

A recognized authority on how the body uses amino acids and proteins, Dr. Munro conducts

research at Tufts University (Mass.) and also serves as director of USDA’s Human Nutrition Research Center on Aging, presently located at Tufts.

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Research at the USDA facility will focus on the nutritional needs of the elderly, the role of nutrition in the aging process, and the maintenance of health throughout the life span.

The award, however, recognizes Dr. Munro's previous and ongoing research apart from research he has directed since he joined the Department in 1980.

Among his scientific achievements, Dr. Munro is credited, in part, with identifying a substance in the body now used routinely to determine the rate at which muscle protein is metabolized, and which may prove useful in identifying muscular dystrophy and in studying the response of muscle to starvation and injury.



Dr. Hamish N. Munro, recipient of the Distinguished Nutrition Research Award.

'Tis the Season

Cold season is here, and although there's no cure for the common cold, there are things you can do to minimize your suffering.

To help people cope effectively with colds, the Food and Drug Administration has a free reprint called the "Common Cold." If you're interested in a copy, write to the Consumer Information Center, Dept. 579J, Pueblo, Colo. 81009.

Correction

In the December 2 issue of the newsletter, the front-page story on productivity contained an error in the formula for determining the productivity index. The formula stated that the indexes are determined through the use of subtraction, when, in fact, productivity indexes are determined through division. That error thus caused the table which accompanied the formula to also be in error. The table should have read:

1980	Percent
Output (34.9 percent more than in 1967)	134.9
Input (8.4 percent more than in 1967)	108.4
Productivity Index	123.1

USDA regrets the mistake. However, the graph showing the 13-year progression of rising productivity in USDA was accurate.

Thanks, Anyway

Employees in the Farmers Home Administration's county office in Marion, Ky., got a bit of a surprise recently when a borrower voluntarily cancelled his certificate for a low interest housing assistance loan. The borrower had been receiving the assistance since 1979.

In a letter to FmHA, **Mickey Owen** of Ledbetter, Ky., told the county office that he no longer needed the assistance. He said, "We are now able to pay the (full mortgage) payment and feel that there are probably other people who need the help more than we do."

Speaking of the letter, **Ginny Lewis** of the Marion County office said, "Most people try to find ways to get low interest rate assistance. Owen was honest and generous enough to say that he no longer needed it and offered thanks. You don't get too many of those these days."

Open Season Delayed

In case you're wondering whether there'll be an open season this year for health benefits coverage, the latest word is that there may not be.

The Office of Personnel Management announced that open season has been indefinitely postponed. OPM made that announcement after the U.S. Court of Appeals ruled on December 4 that the agency does not have to hold an open season if it chooses not to. In issuing that ruling, the appeals court overturned an earlier, lower court decision that OPM begin open season this year no later than December 7.

Now, OPM has until next November to decide whether or not an open season should be held. Previously, the agency decided not to hold open season this year

because of federal budget constraints and lawsuits involving the health benefits program. In the meantime, it's reported, program benefits in some health plans may be reduced next year, at the same time premiums are rising by up to 50 percent.

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